

Practicing a feedback conversation

When someone is hesitant to address a situation directly, help them practice delivering their message effectively.

Here's how

Role-play the Conversation

- Say: "I will be [the colleague]. What would you like to say to them?"
- Let them express themselves freely.

Provide Constructive Feedback

- Share how their message comes across.
- Offer suggestions to make it clearer or more impactful, such as:
"That sounded a bit vague. Could you be more concrete?"
"One example is enough to make your point stronger."

Address Potential Reactions

- If they're worried about a response, practice it. For example:
"What if they say you're overreacting? Let's see how you could handle that."

Practice and Refine

- Repeat the exercise with the feedback.
- End with a final run to build their confidence.

Reflect

- Ask: *"How does this practice help you feel more prepared?"*