

**Dave Jones Consultants***Captivating Practical Learning BIG Results!***FUELED BY FEEDBACK FOR INDIVIDUAL CONTRIBUTORS**

*Accelerate your career using Fueled by Feedback for Individual Contributors
Eliminate blind spots, defensiveness, isolation, career stagnation and more!*

COURSE OVERVIEW

The most self-aware people tend to be the most successful, at peace people. When you know how others perceive you it creates clarity that powers emotional intelligence. Feedback is all about clarity. Yet to get it we often just ask people – how am I doing? Do you have any feedback for me? And the answers we get don't seem to help much. This course gives you a framework to truly reveal your blind spots – the good, the bad and the ugly. Once you understand your strengths through others eyes, you can stop overusing them. Once you see your limitations more clearly, you can shave off the rough edges.

LEARNING OBJECTIVES

This course will teach participants to:

- Identify blind spots to enhance self-awareness
- Positively manage emotional reactions to feedback
- Dive underneath poorly delivered feedback to find actionable input
- Put colleagues at emotional ease to provide feedback
- Use enabling structures when asking for and delivering feedback
- Accurately interpret non-verbal feedback cues
- Activate a growth mindset for self-improvement
- Use comparative analysis to identify opportunities for improvement

COURSE OUTLINE

Session Objectives and Climate Setting

- Identify individual experiences with feedback
- Explore corporate context for the program
- Share participant learning objectives

Feedback Forms

- Identify all available sources of feedback
- Evaluate how they are being utilized currently
- Identify obstacles and overcoming strategies

Emotional Reactions to Feedback

- Separating truth from delivery
- Emotionally intelligent responses
- Growth mindset





COURSE OUTLINE - CONTINUED

Structure

- Supportive vs. Constructive
- The D.O.N.E preparation and delivery model
- Comparative analysis

Communication

- Interpreting non-verbal cues
- Dialogue and curiosity
- Confirming statements

Blind Spots

- Strengths and overuse patterns
- Limitations and habits
- Making new habits stick

Modeling – Receiving Feedback

- Gather feedback from followers, leaders, peers and clients
- React to feedback in the moment and long term
- Identify and activate feedback data

AUDIENCE & GROUP SIZE

Designed for all employees who desire results and who want to make a difference in their workplace.

At Dave Jones Consultants, class sizes are kept small for a more in-depth learning experience customized for the participants. This instructor-led, in-person/remote course delivered by **Dave Jones** will ensure participants receive hands-on training with real-life applications.

COURSE MATERIALS

Each participant is provided a workbook with reference materials. Each participant also creates additional materials, personalized to his or her own workplace situation. The combination of these two elements creates a manual that is used throughout the year.

COURSE LENGTH

Fueled by Feedback for Individual Contributors is a 1-Day course.