

STRONG GROUND

A *dare to lead* BOOK

ENGAGED FEEDBACK CHECKLIST

I KNOW THAT I'M READY TO GIVE FEEDBACK WHEN:

- 1 I'm ready to sit next to you rather than across from you.
- 2 I'm willing to put the problem in front of us rather than between us (or sliding it toward you).
- 3 I'm ready to listen, ask questions, and accept that I may not fully understand the issue.
- 4 I'm ready to acknowledge what you do well instead of just picking apart your mistakes.
- 5 I recognize your strengths and how you can use them to address your challenges.
- 6 I can hold you accountable without shaming or blaming.
- 7 I'm open to owning my part.
- 8 I can genuinely thank someone for their efforts rather than just criticizing them for their failings.
- 9 I can talk about how resolving these challenges will lead to growth and opportunity.
- 10 I can model the vulnerability and openness that I expect to see from you.
- 11 I am aware of power dynamics, implicit bias, and stereotypes, and I engage with others from a place of this awareness.

Brené Brown, *Strong Ground* (2025)

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