EQUALS
GLOBAL PARTNERSHIP

Business and Leadership for Women in the Technology Sector
A 10 webinar course in support of the EQUALS Leadership Coalition

Assignment, Session # 4: "Interpersonal Communication"
12 February 2019
Hosted by ITC and University of California,
Women in Tech Initiative

Choose one of the two options below and write a one-page reflection.

Option 1

Using Radical Candor framework developed by Kim Scott, identify your dominant communication style. Then think about a conversation that you need to have with a current employee and what you need to say in order to practice radical candor. In the next week, have this conversation, then write a brief reflection of how it went. How did you give feedback, how was it received, and what was the outcome? What did you learn about yourself as a communicator? What will you do differently next time?

Option 2

If you are not currently supervising someone, think back on a time when you gave someone feedback in which you did not use radical candor. Reflect on what you did instead and why, and what outcome that led to. If you had the chance to do it over again using radical candor, what would you have said differently and how?

Principles:
•Be more specific and sincere with praise, and tie it to business objectives
•Be more kind and clear with criticism, and tie it to business objectives
•Provide feedback as frequently and as immediately as possible
•Do it in person when possible
•Praise publicly, criticize privately
•Don't make it about personality
•Do be authentically and strategically vulnerable