

REAL TALK

Objective: Real Talk is a tool for developing leadership in individuals and positive growth in organizations. It is where people give and receive honest feedback on the work they've done individually and organizationally. *Real Talk presumes the existence of a standards and expectations document* that outlines the responsibilities of each person. Feedback is given in reference to the agreed upon expectations.

Version 1: Rotations for 1:1 Conversations

Round 1: Split into pairs on rotation (10 min each per pair)¹

- What I see as your greatest strength is...
- What I appreciate most in my interactions with you is...
- What I wish you did more or less of is...
- The gift I would like to give you is...

Round 2: Whole group (5 min each)

- Something I learned about myself from this conversation is...
- Something I will do going forward based on what I learned is...
- What I most value and appreciate about this team right now is...

Version 2: Whole Group Circle

Round 1 - Reflection on Team (5 minutes each)

- I think the following things are going well in our team dynamics...
- I think the following things are challenges in our team dynamics...
- I am proud of the work we are doing in the world, specifically...
- I wish we were doing better in terms of our work in the world, specifically...

Round 2 - Reflection on Self (5 minutes each)

- These are the ways that I am being my best self in this organization...
- These are the ways that the team is supporting me to be my best self...
- These are the current challenges and "areas of growth" that I am bringing to the work...
- These are the ways I wish the team could be more or differently supportive...
- The feelings I have about my role in the organization are...

Round 3 - Closing (3 minutes each)

- Something I learned from this conversation is...
- Something I will do going forward based on what I learned is...
- What I most value and appreciate about this team right now is...

As time allows - Open dialogue and solution-building on the themes that arose in structured rounds.

Additional Reference: The [CSAW Method](#) of giving feedback by the Management Center.

¹ Inspired by the work of the Food Project. Prompts adapted by Ife Kilimanjaro.