

Radical Candor

for Educators

Meet Your Instructors



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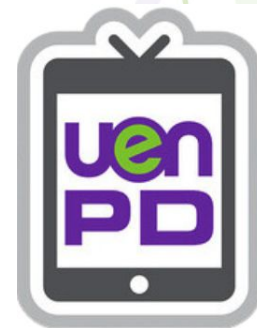


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Magical Feedback

Magical Feedback

**BUILD SAFETY &
BELONGING**

GREG POPOVICH'S MOST HEATED MOMENTS



CLUTCHPOINTS

Build Safety



Gregg Popovich

- NBA Coach
- Graduated from the Air Force Academy
- Cranky & Demanding

“A lot of coaches can yell or be nice, but what Pop does is different. He delivers two things over and over: He’ll tell you the truth, with no BS, and then he’ll love you to death.”

Assistant Coach Chip Engelland



What can we learn?



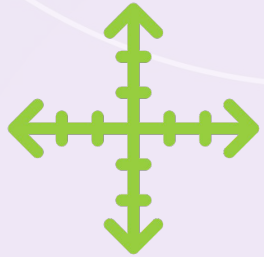
How to Build Safety & Belonging

- Doesn't just teach basketball
 - Voting Rights Act
- Obsessed with food
 - The Spurs eat together
- "Hug 'em and Hold 'em"

Magical Feedback

“I’m giving you these comments because I have high expectations and I know you can reach them.”

1. You are part of this group.
2. This group is special; we have high standards here.
3. I believe you can reach those standards.

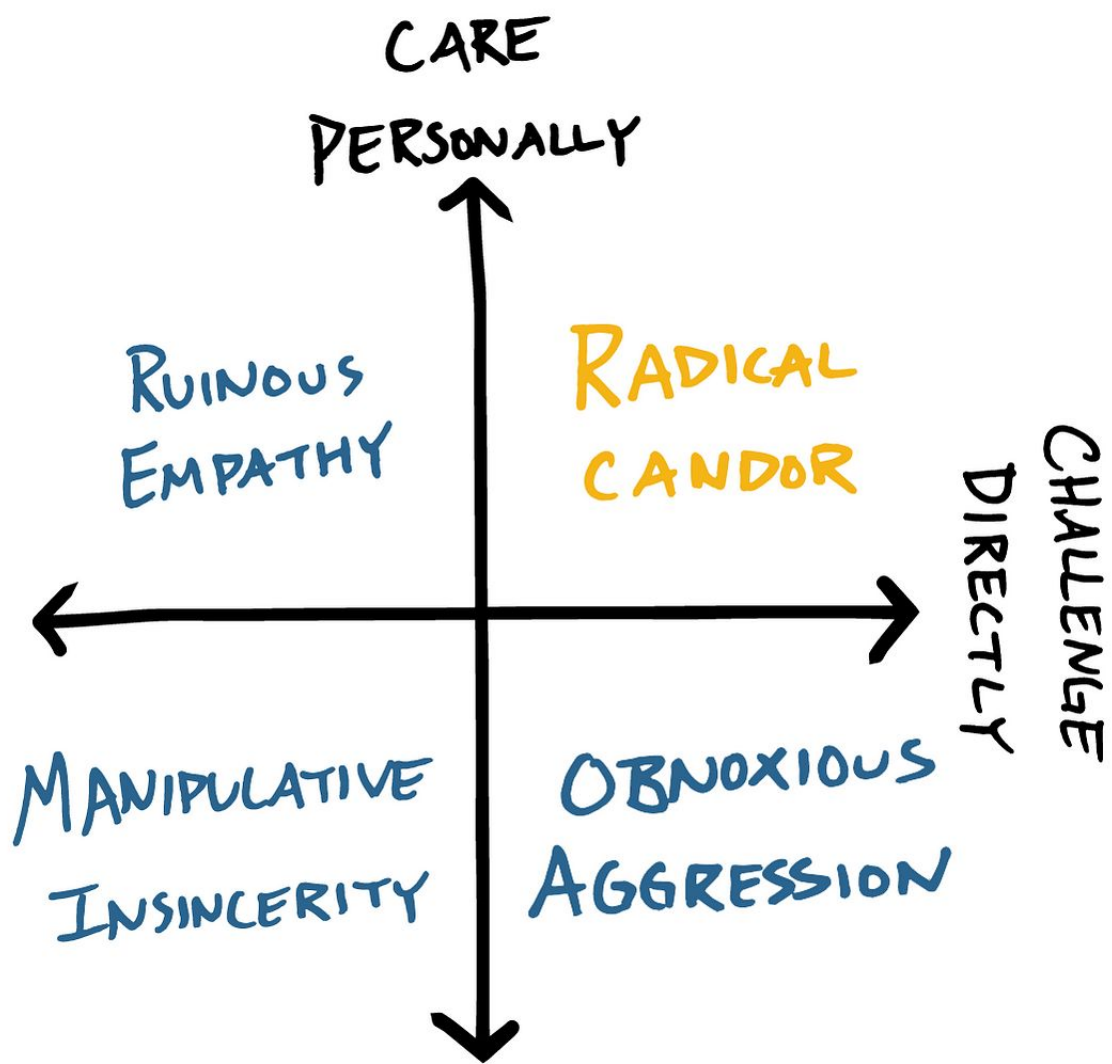


Radical Candor



RADICAL CANDOR

KIM SCOTT
@KIMBALLSCOTT





IGNORANCE

NO CHANGE

CARE PERSONALLY

GROWTH

PROFOUND CHANGE

Ruinous
Empathy

**RADICAL
CANDOR**

CHALLENGE DIRECTLY

Manipulative
Insincerity

Obnoxious
Aggression

MISTRUST

NO CHANGE

DEFENSIVENESS

LITTLE CHANGE

Benefits of Radical Candor

- **Improved communication** - Fosters open and honest dialogue within teams
- **Increased trust and respect** - Builds stronger relationships between colleagues
- **Enhanced performance** - Helps individuals and teams grow and develop
- **Greater innovation** - Encourages open and honest discussion of ideas



Core Principles of Effective Feedback

Magical Feedback vs Radical Candor

- **Focus** on **HOW** to talk about the challenge in a way that fuels the recipient's internal drive
- **Language:** Growth mindset, areas for development, future potential
- **Focus** on the **GIVER'S** behavior for delivering the **message** (measured at receiver's ear not giver's mouth)
- **Language:** Care personally, challenge directly, obnoxious aggression, ruinous empathy, manipulative insincerity

The Overlap

- Emphasize growth and improvement
- Provide specific and actionable examples (clarity)
- Importance of Trust, Safety, Two-Way Communication
- Tap into Intrinsic Motivation
 - Autonomy: choice on how to improve
 - Competence: How to get better, boost mastery
 - Relatedness: Care & Trust foster a sense of belonging and support



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Discussion

Questions

- What are your biggest challenges in **providing** feedback to teachers?
- What are your biggest challenges in **receiving** feedback from teachers/administrators?
- How might magical feedback and/or radical candor help you in your difficult conversations?

Questions

- Where do you typically land on the Radical Candor framework?
- Many people mistakenly call Radical Candor the same as brutal honesty. What is the difference?
- Have you solicited feedback from your direct reports/staff? If so, how have you done it, and has it been successful?
- What are some ways that you show you Care Personally at work?
- Describe an experience when you received feedback that you appreciated and that was delivered in a helpful and caring way.



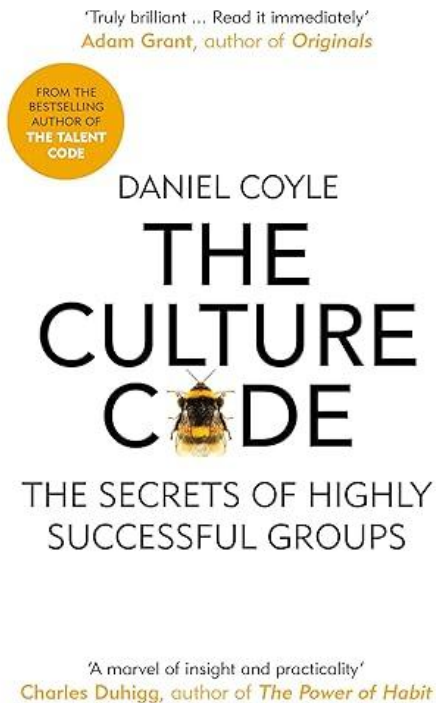
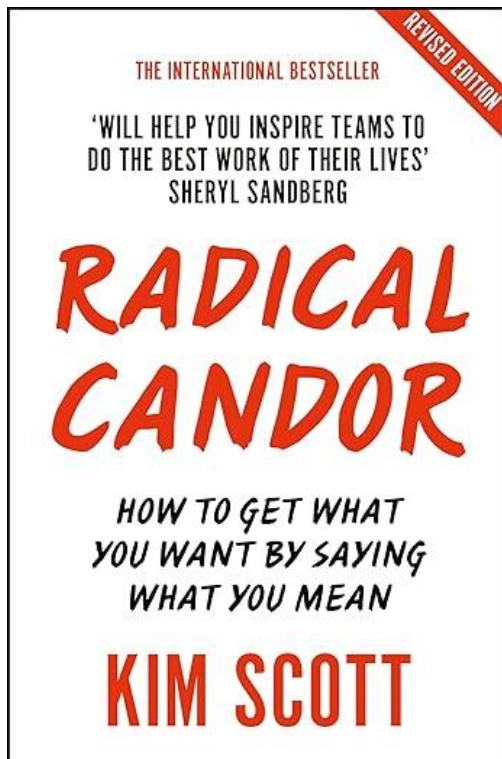
Resources



Kim Scott AI

- From labs.google.com
- Google Portrait
- Have a conversation, role play, ask questions, try new things

More Resources...



bit.ly/uenrc4e

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THANK YOU!
Questions?

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