Using Feedback Jujitsu to Create Accountability & Accomplish Great Work

Jeffrey Davidson
@JeffreyGoodLead
Without input the output will never change
Good feedback is like a gherkin cucumber
Given

When

Then
Without facts you have no move
Given

When

Then

Context

Action

Result
Actions don’t reveal intent, they reveal expectations
Intent is everything, except when it is not
Your people want to do great work & they are waiting on your help.
Without expectation there is no feedback
“quote“
- Jeffrey Davidson
“R-E-S-P-E-C-T”

- Aretha Franklin
The past doesn’t exist
STAR

Context

Action

Expectation

Result
The only way to communicate expectations is to . . . communicate expectations
The future needs to be defined
To share, you must ask them to ask
Given my intentions to __________ …

… what can I build upon?

… where should I refocus?
Tiny Conversation

- **Preparation**
  - STAR
  - Mindset
  - Common Purpose
  - Past Agreement

- **Context**

- **Action**

- **Expectation**

- **Result**

- **Request**

- **Negotiation & Agreement**

- **Follow-up Plans**

**Counselling & Correction**
Feedback Jujitsu Canvas

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<th>Preparation</th>
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LEADING GREAT TEAMS
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