

SOULTALK

♥ More SOUL is hardly possible!



It's difficult to take on a **SOULTALK**, but the reward is intense, appreciative conversations that make a difference.

Feedback processes can be tough, one-dimensional and insightful. Regrettable!

After all, what facilitates more personal **growth** than receiving different perspectives of your own person? You'll be surprised how much more a SOULTalk delivers relative to anonymous, questionnaire-based **feedback** and how **appreciation** unfolds its effect - namely through the sociocratic **development talk**!

It's a **personal 270° feedback**. As the feedback recipient, I receive feedback from my **manager**, a **colleague** and a **team member** based on these four guiding questions:

- What did the feedback receiver do well in her role?
- What **strengths** does she show beyond that?
- What would I wish for differently and what **areas of development** do I see?
- How can she pursue these developmental areas and what can I contribute?

Each round starts with the feedback recipient, then it goes in a circle - and **oh yes**: the team member may and should hear what the manager has to say, and vice versa. People are often intimidated to publicly share their feedback - but this process not only helps the feedback recipient, but gives everyone a chance to hear one another.



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