

Non-Anonymous Feedback

Bridges and Starter Prompts



Bridges (to open the 1:1 meeting)

- “Thanks for being willing to do this with me. I suspect it’s not especially comfortable for you to give me this type of candid feedback, but I want to make this time as useful and real as possible.”
- “You’ve already shared written feedback, which I’ve read carefully. Today I want to go deeper — especially into the harder parts.”
- “I won’t be defending myself or debating. My job is to listen, clarify, and be in full learning mode.”
- “I’m hoping you will note if you feel awkward saying something because that’s probably a signal that what you’re going to say is exactly what I need to hear.”
- “I’d rather hear the truth — even if it stings — than miss the chance to grow.”

Prompts (to dig deeper into the feedback)

- “Where do you see me overstepping, or understepping, in our relationship?”
- “What do you think people say about me when I’m not in the room?”
- “When you shared that, what impact did it have on you?”
- “I think you’re really onto something with that — can you say more?”
- “If I’m hearing you right, you’re saying _____. Did I get that?”
- “What’s an example that shows me what you mean?”
- “Can you tell me about a time when you felt that most strongly?”
- “What do you wish I had done differently in that moment?”
- “I’m thinking this is a pattern, and not a one-off experience you’re having. Is that correct?”
- “Is there anything about _____ that you think I don’t seem to notice in myself?”
- “How do you imagine others experience me in situations like that?”
- “If you could say this in the bluntest way possible, what would you say?”
- “What part of your answer do you think I’d least want to hear?”
- “I know this isn’t easy to say — thanks for trusting me enough to name it.”
- “That’s useful — thank you for being that direct.”