

Feedback - Challenging Thinking and Behaviour

Reflection Sheet

One of the most critical elements for encouraging a culture of effective leadership and innovation is our ability to challenge and to be challenged. And one of the most consistent things we hear in organisations is the challenge of creating a culture where people have the skill and courage to give feedback – and where the people who most need the feedback are open to hearing it.

When considering the nature of challenge and how we respond to it, it is important to recognise the impact of our experience and to be aware of our personal relationship with challenging thinking and behaviour. This reflection sheet will help you think about your reaction to challenge.

Take some time to reflect on the questions below and identify the action you will take to increase your capacity to challenge and be challenged.

My response to challenge

- 1 What meaning do I give to being challenged?
- 2 When did someone last take the time to challenge my thinking or behaviour?
- 3 How did I respond in a way that encouraged them to challenge me again?
- 4 What are the conditions under which I am most likely to hear the challenge and act on it?
- 5 What stories do other people tell about my likely reaction to being challenged?
- 6 How do I invite people to challenge my thinking and behaviour?

How I challenge others

- 1 What is my experience of challenging others? How does this inform my behaviour now?
- 2 What sort of people do I find easiest and most difficult to challenge? How does this help me to understand how I best challenge others?
- 3 What is the most valuable preparation I do before constructively challenging others?
- 4 When I challenge someone, what is the outcome that I want to achieve? How do I explain my motivation for challenge?
- 5 After I have challenged someone, how do they feel? How do they respond?
- 6 How do I motivate and inspire people to respond positively to their challenges?

Contact Us

If you want to understand more about how you promote a culture where people are able to innovate through challenging thinking and behaviour please get in touch.

Find out how Questions of Difference can help your company.

Contact our office on +44 (0)20 8883 9966 or visit our web site at www.questionsofdifference.com