

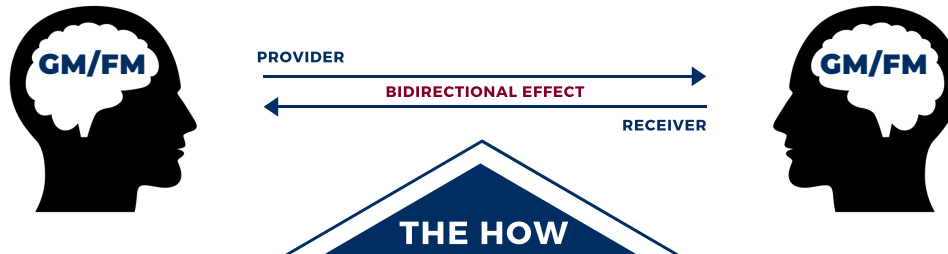
COLLECTIVE BURNOUT PREVENTION



Delivered by: **AEE Mental Performance**

This week we are **ACTUALLY** going to get into the **HOW** of providing growth mindset focused feedback. Before we do that, let's revisit some of the key aspects of feedback. First, feedback is typically focused on three areas of an event; **people, process, and outcome**. While all three, if used individually can be perceived as fixed mindset focused, feedback targeted at an appropriate combination (process **AND** either people or outcome) of the three areas allows for connection and engagement with focus on effort and improvement. This facilitates growth mindset between both the provider and the receiver.

Additionally, while feedback on different levels may happen quite often, we may not realize how unintentionally fixed mindset it may be. This fact emphasizes the importance of **AWARENESS** in all that we do in order to truly maximize the optimal performance potential not only within ourselves, but others as well. As we look at being intentional in how we provide growth mindset focused feedback, we want to first mitigate any biases that stand in the way. Then we can effectively provide the feedback that compels collaborative goal setting and continuous improvement. This will be more enduring over time and keep burnout at bay. Let's dig in...



HOW TO MITIGATE THE BIASES

- prepare yourself first before feedback
- apply GM in yourself → seek for the context
- think about the mindset of the receiver
- be intentional about words you are speaking
- while praising, remember to be honest

HOW TO PROVIDE GMFF

- focus on effort, process, and improvement
- explain why
- acknowledge past progress
- focus on future planning
- reframe failure and mistakes
- acknowledge the outcome but don't focus on it
- give feedback like a scientist
- (be helpful, specific, supportive)

QUESTIONS TO CONSIDER

- How does growth mindset focused (constructive) feedback help promote your development as an individual?
- What are areas where feedback both given and received can improve for you? Think personally and professionally.
- How do you think you can start to work towards improving your feedback?
- How often do you ASK for feedback from people you trust?

For the upcoming session, please, make up a work scenario (with un/desired outcome) in which feedback is usually applied.

