**Radical Candor 101 – Participant Guide**

**Presentation (Link):**

**Program Goal**:

* Provide an engaging, asynchronous learning experience for University Life staff at George Mason University on the foundational concepts of Radical Candor, based on the book Radical Candor by Kim Scott.

**Learning Outcomes**:

* Participants will actively engage with the materials provided to learn the foundational concepts of Radical Candor.
* Participants will identify at least 1 action item they can implement to enhance their practice.
* Participants will increase the number of staff management resources they are aware of.

**Program Outline: Radical Candor 101**

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| Component | Modality | Learning Method | Outcome |
| Radical Candor 101 – Slide Deck | PDF File | Review & View | * Participant will be able to identify the quadrants of candor
* Participant will be able to identify 2 fundamentals of feedback
* Participant will be able to identify at minimum one action or strategy to put into place with work based on the session content
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| Radical Cador Guides  | Folder of PDFs or Links to content on Radical Candor Website | SUPPLEMENTAL MATERIALS | * Participant will be able to identify at minimum one Radical Candor resource to inform their approach to feedback
* Resources: https://www.radicalcandor.com/resources/#learning
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| CANDOR GAUGE | PDF | WORKSHEETSlide #11 | * Participant will understand how to use worksheet when providing feedback
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| Session Assessment | Qualtrics Link | Brief Assessment | * Participant will provide feedback on their experience
* Link:
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**Radical Candor 101: Participant Guide**

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| **Radical Candor 101: Overview** | Are you interested in building skills in providing feedback? Or how to approach staff management?If your answer is yes to either or both questions, you are in the correct place to enhance your skills! The following asynchronous session is modeled from a previous workshop facilitated by the Radical Chats Facilitation Team in Fall of 2023. The materials provided will introduce you to the concepts of Radical Candor and the resources provided will support you in building skills to provide feedback; enhancing your confidence with staff management. |
| **Session Component Description:*****Radical Candor 101 Slide Deck*** | File Link: [https://gmuedu.sharepoint.com/:b:/s/RadicalChats-GRP/EW7Im2TbDPlMlO\_\_MLgr25EBWSFdLLk-DeCksDCAk8YtTg?e=AmzHHa](https://gmuedu.sharepoint.com/%3Ab%3A/s/RadicalChats-GRP/EW7Im2TbDPlMlO__MLgr25EBWSFdLLk-DeCksDCAk8YtTg?e=AmzHHa)Slide , Video - Kim Scott, What is Radical Candor?: <https://youtu.be/OoISfhACm4s?si=aRRYrtpBHxBD1oG8>Instructions: Review and read the slides provided.  |
| **Feedback Reflection Questions: Slide #9** | Read the questions provided on Slide #9, Reflecting on Feedback.Note your responses for personal reference.  |
| **Candor Gauge Worksheet:** **Slide #11** | To support your journey in being increasingly aware of how your feedback lands, the Candor Gauge Worksheet is based on a concept from Radical Candor to actively engage your staff, supervisor, or colleagues to provide you with feedback on how you give feedback. The worksheet provides space to consider both praise and criticism in your work.  |
| **Move to Action: Activity****Slide #14** | To put your learning into practice, we are asking you to identify 1 strategy or action you can implement in your work based on the content of this session. This action is to be completed within the week of completing this course. Accountability: To have accountability in this work, UL Professional Development is willing to serve as your accountability partner! Email ulprodev@gmu.edu with your action and we will check back in with you to process how it went.  |
| **Session Assessment:** **Slide #16** | To support the ongoing growth and development of this program, your feedback is valuable to our team. Link:  |

**Supplemental Materials: Radical Candor Guides**

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| **Radical Candor Guides**  | Radical Candor Inc. has created a number of resources to continue to inform your work through the lens of Radical Candor. All items can be found on their website and are included as pdf files below. Link to all Radical Candor Guides: https://www.radicalcandor.com/resources/#learning |
| **Radical Candor One-Pager** | Description: Serves as a primer of Radical Candor to introduce you to the concept of the framework. Link: <https://www.radicalcandor.com/wp-content/uploads/2021/11/Radical-Candor-One-Pager.pdf> |
| **Radical Candor Practice Playbook** | Description: Taking the concepts discussed in the book, Radical Candor, and the podcast and putting it into action. Guide to the operations of Caring Personally and Challenging Directly. Link: <https://www.radicalcandor.com/wp-content/uploads/2022/08/Radical-Candor-Practice-Workbook_22.pdf> |
| **5 Tips for Practicing Radical Candor with Direct Reports**  | Description: Provides readers with tips and suggestions for building stronger relationships with direct reports.Link: <https://www.radicalcandor.com/wp-content/uploads/2021/06/5-Tips_Radical-Candor_Direct_Reports.pdf> |
| **6 Ways to Encourage Feedback Between Others** | Description: Guide walks you through the importance of building a workplace environment where staff feels safe and encouraged to give real feedback to one and other.Link: <https://www.radicalcandor.com/wp-content/uploads/2021/08/6-ways-to-Encourage-Feedback-Between-Others.pdf> |
| **Quick Start Guide: Encouraging Feedback**  | Description: Encouraging feedback between colleagues will help them to build stronger relationships; allowing for greater information to be shared amongst them. With the increased flow of communication, more perspectives will be actively engaged on what is working and how it happens on the team.Link: <https://www.radicalcandor.com/wp-content/uploads/2021/09/How-to-Encourage-Feedback_FINAL.pdf> |
| **How to Have Radically Candid Performance Development Conversations** | Description: Guide provides insight on providing constructive feedback to support the career development of your direct reports and manage their day-to-day performance. Link: <https://www.radicalcandor.com/wp-content/uploads/2021/11/Radical-Candor-_-Performance-Development-Conversations_NEW.pdf> |
| **11 Ways for Managers to Get Feedback From Their Teams** | Description: Receiving honest, candid feedback from your team is essential to know what they think and to better support them in completing their work. This guide will walk you through making this happen. Link: <https://www.radicalcandor.com/wp-content/uploads/2021/08/11-Ways-to-Get-Feedback-from-Others.pdf> |