WORKSHEET + WORKED EXAMPLE

Ask for Feedback You Might Be Missing

A specific feedback invitation, a boundary around disclosure, and one practice to reconsider.

15-20 minutes | Johari Window inspired reflection

Use it in three moves

1. Choose a specific area and ask for feedback without pressure.
2. Listen to the account and keep disclosure voluntary.
3. Try a visible change and check whether it helped.

Which part of your work would you like to understand better?

Choose a behavior or situation, not a request for a verdict on your personality.

What do you currently notice about yourself?

Keep intention and observed behavior separate.

What question could reveal something you miss?

Ask for an example and make it possible to decline.

Ask for Feedback You Might Be Missing

YOUR WORKING NOTES / CONTINUED

What did the other person actually say?

Capture their account without defending or translating it into your intention.

What do you choose to share or keep private?

Awareness does not require unlimited disclosure.

What will you try, and how will you check the effect?

Thank them without making them responsible for managing you.

A question for me

How will I respond if the example they give is not the one I hoped to hear?

See one way through

FICTIONAL WORKED EXAMPLE / NOT THE ANSWER TO YOUR SITUATION

Which part of your work would you like to understand better?

How I handle disagreement in planning meetings.

What do you currently notice about yourself?

I intend to keep us focused. I often summarize quickly when someone raises a concern.

What question could reveal something you miss?

If you are comfortable sharing, is there a moment when my response made a concern easier or harder to raise?

What did the other person actually say?

They said my quick summary sometimes sounds like the concern is closed before they have explained it.

What do you choose to share or keep private?

I can explain that I am practicing a slower response without sharing unrelated personal details.

What will you try, and how will you check the effect?

Ask one clarifying question before summarizing a concern, then invite feedback after two meetings.

The thinking behind it

A feedback invitation is shaped by power. The other person should be able to choose whether, when, and how to respond without having to protect your feelings.

The Johari Window, associated with Joseph Luft and Harrington Ingham, distinguishes what is known and unknown to oneself and others. This independent activity focuses on a consensual feedback invitation, not a personality test or forced disclosure exercise.

England Football Learning · The Johari Window

Read You Have a Culture Problem by Nic Payne