

## **360 Degree Living Feedback System for TCCP**

**Adopted 9.21.16**

### **What is Feedback?**

- Celebration and mourning of the degree to which one experiences human needs and community identified principles satisfied in relationships and/or community roles.
- Honest expression of one's experience in relation to another.
- A vehicle for omni-directional growth and learning.
- A pathway to shared understanding and shared stewardship.

### **What is the Purpose of Living Feedback?**

- To give and receive authentic expression of Life moving through us.
- Seeing and knowing each other.
- To support the journey toward shared understanding expressed in embodied ways.
- To support living passionately and nonviolently.
- To create a culture where authentic expression is seen as a gift and welcomed
- To understand the quality of experience other's have in my presence so I can know whether or not I've served Life in the way I intended.
- To explore the quality of experience I'd like to have in the other person's presence, the qualities in me that I want to experience and share with someone else
- Encouragement/ support
- Growth
- Learning
- Authenticity
- To steward this process we call NVC. Stewardship in this context means merging with the life force of this work, keeping clear focus of the essence and underlying principles, discernment around what seems congruent and what doesn't. An intention to stay awake and awaken more fully.

### **Who is the Feedback Community?**

- All people we are in contact with, especially those who strive to live in the flow of honest expression and empathic receiving.

### **360 Degree Living Feedback Process:**

#### Short version:

1. Community chosen principles and values/needs are offered (as starting point for reflection) to all for reflection.
2. The person seeking feedback goes through a self-assessment process
3. The person seeking feedback makes requests for the kind of feedback he/she is seeking.

4. Community members offer feedback
5. The person seeking feedback and community members may choose to make requests in response to the feedback to support integration.

Longer version:

### **1) Community Determines:**

- The qualities/principles/areas on which feedback will be sought (suggested resources: matrix, core commitments) possibly varying with role.
- The designated time(s)/space(s) in which feedback will be shared.

### **2) Self-Assessment Guidelines:**

- Person who is seeking feedback goes through list of qualities and principles the community has determined are important and reflects on how he/she lives those qualities. The self-assessment might include the degree of ease or challenge the person feels in living particular qualities as well as requests to self or others.

### **3) Request to Community for Feedback:**

- Speaker asks community members for the specific kind of feedback wanted
- When asking for feedback, know what needs you are hoping to meet through feedback and specifically ask for the kind of feedback that is most likely to meet those needs.

### **4a) Giver of Feedback (Community Member) Guidelines:**

- Primary intention is connection
- Self-responsibility: I'm willing to own my own experience as well as acknowledge my autonomy and our interdependence. My focus is on my experience, what I'm celebrating and what I'm longing for.
- Speak from awareness of our interdependence and equality.
- Celebrate when/where you experience the speaker embodying qualities that you and the community hold as precious. Give specific examples.
- Name the qualities you are longing to experience more of in this person's presence and express a willingness to dialog about strategies to support those qualities emerging in the space between you.
- When offering feedback, know what needs you are hoping to meet through feedback. Check in to see what kind of feedback the receiver would enjoy and check in around how it is understood and received.
- Share where the speaker's self-assessment is in alignment with your experience of the speaker and where it is different than your experience.
- Vulnerably reveal one's feelings, needs and possibly preferences in response to specific observable stimuli.
- Drop the evaluations or at least own them as evaluations.

#### **4b) Receiver of feedback guidelines:**

- Remember: you are being gifted with someone else's experience and have the opportunity to use that to discern whether or not you've been able to serve Life in the way you would like.
- There is vulnerability in the telling and receiving.
- Receive from awareness of our interdependence and equality.
- Check to see if you have understood the feedback in the way the giver of feedback would like to be heard.
- Take self-responsibility for how hear you message(s) and respond.
- Acknowledge interdependence and how others have been impacted by your choices.
- Ask for the time and support you need to fully hear and take in the feelings and needs in the feedback as well as the feelings and needs that arise in you in hearing the feedback.
- Share honestly and vulnerably how you are as you receive the feedback.

#### **5) Integration Requests in Response to Feedback**

- The person seeking feedback may choose to make requests of self and others for support in embodying qualities and principles mentioned in feedback.
- Community members may choose to make requests of self and others to support the person seeking feedback.

#### **Mechanisms for Feedback:**

- Intention with variety of mechanisms is to support those least likely to speak up to contribute feedback (compensate for power imbalances, cultural dynamics, personal preferences/temperaments)
- In person one-on-one
- In person with group witness/presence/holding (reflection circle)
- Email
- Phone
- Skype
- CNVC profile in social media- private arena to communicate directly with another community member.
- CNVC feedback circle stewards have private way of receiving feedback so giver of feedback can start anonymously offering feedback. Circle stewards can support the dialog between giver and receiver.