Definition: caring deeply about the person you are giving direct feedback to.

Challenge directly looks like: asking for feedback, admitting mistakes, making corrections.

Caring deeply means: having real conversations, showing vulnerability, learning what motivates everyone on your team.

Ruinous Empathy - worried about how the other person will feel. Results in ignorance and no progress.

Manipulative Insecurity - worried about your ego, you saving face. Results in mistrust and no progress.

Obnoxious Aggression - direct but meant to shame. Results in defensiveness and little change.

Building Trust on Your Team

Get to know your team and support them

Create a culture of listening

Create a partnership with them

Rockstars & Superstars

Rockstar: stable force on your team, happy in current role, gradual trajectory of growth

Superstar: a change agent for your team, ambitious and wanting challenges. Steep trajectory of growth

Learn more tips and skills on our blog: ombuzz.blog

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