

# HOW TO EFFECTIVELY GIVE FEEDBACK IN YOUR PERSONAL RELATIONSHIPS

FROM TERRY REAL'S

"THE NEW RULES OF MARRIAGE: WHAT YOU NEED TO KNOW TO MAKE LOVE WORK"

## SET YOURSELF UP FOR SUCCESS BY FIRST:



Checking in with your partner to see if it is a good time for you to talk



Remembering that your goal is to improve your connection



Checking that you are ready to follow the four step process for sharing feedback



Letting go and accepting that you can not control the outcome

## THE FOUR STEP FEEDBACK PROCESS



**What a video recording would show about what you saw or heard.**



**The story that you created in your mind about what you saw or heard.**



**The feelings that you experienced about what happened.**



**What you would like your partner to do to help you move into repair.**

### "What I saw or heard..."

In one or two sentences describe the particular, specific, observable, behavior that you found troubling. Provide your partner with clear, uninterpreted data that would be supported by a video recording of the incident.

### "What I made up about it..."

Share your interpretation of the event. The key is to describe it as the story that you created, not what your partner thought, intended, felt, or believed. With this frame you own the meaning that you created.

### "How I felt was..."

Get in touch with your emotional response to the event and share these feelings with your partner as calmly and simply as you can. Make sure that what you are expressing is an emotion - a **feeling** - and **not a belief or theory** about your partner. If you are using "you" instead of "I" in describing how you feel you've moved away from describing a feeling. This step takes vulnerability, but is key to getting your partner to understand your full experience. Try to access the layers of the feelings you experience - if your initial response is usually anger, look if there is fear or pain under that feeling, and express those emotions first.

### "What I'm asking for now is..."

Signal to your partner that you are seeking to move on from the conflict and reconnect by asking specifically for what will make you feel better and move your relationship back into harmony. If there isn't anything that your partner can do in the moment ask for reassurance about how this won't happen in the future.

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