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○ KEY #1  
Integrity

○ KEY #2  
Relation-  
ships

○ KEY #4  
Loop of  
Awareness

# LEADERSHIP

# genius

WHAT'S YOUR GENIUS?

## KEY #3 - FEEDBACK

In a recent interview, Anna McGrath, CEO of Wonder Works Leadership, reveals **KEY #3** of genius leadership: **FEEDBACK**.

## Actively Engaging in Giving & Receiving

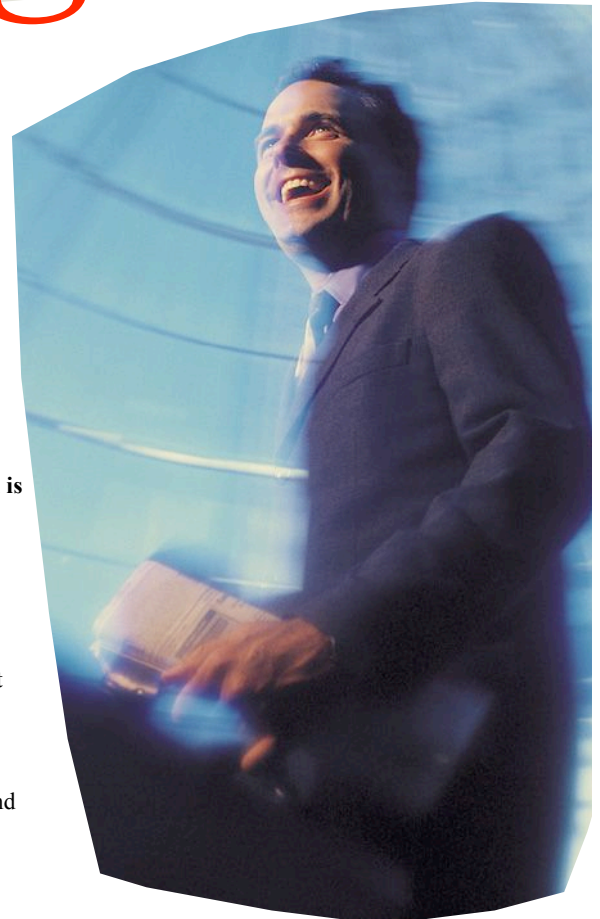
When talking about involvement of leaders and followers in the transformation of others, McGrath thinks right away of “giving and receiving feedback, so that I’m not withholding things from them. I am better able to help them. Most people want to progress in their careers and do a great job. It doesn’t matter if you’re a CEO or a janitor. You just want to be appreciated for what you do and to participate in your company.

Courageous followers for me would be people who

**actively engage in giving and receiving feedback.”**

Is all feedback useful?

According to McGrath, “yes, **all feedback is useful**. When it’s delivered in a skillful way, it allows people to be more open in a positive way. If it’s used in a sort of bruising way, often people shut down and want to reject the feedback. My way of using feedback is accepting whatever feedback the universe wants to give me. It might be **verbal-feedback** or **result-feedback**. It gives you lessons in life. Even drama is feedback. It comes back in all sorts of ways. The more that leaders and followers can allow feedback into their lives, the more they can use it to enhance their careers and personal relationships.”



## Openness to Learning Scale

*Does your response come from “POWER” (+) or “VICTIM” (-)?*

- +3 – I express my full creativity. I create a space around me, which brings forth others’ creativity. I see others as powerful and creative.
- +2 – Even under stress, I take full responsibility for feelings /actions. I communicate what I need & give support. I see others as fully responsible.
- +1 – I catch myself running a “victim-script,” breathe, and re-commit to experiences life as a genuinely powerful, creative person.

- 1 – I feel wounded, misunderstood and/or righteously indignant. I argue because I feel like I’ve been wronged. I try to enlist others in my story.
- 2 – I act whiny, helpless and/or entitled. Others look like they’re persecuting me. I try to manipulate by whining louder or acting more helpless.
- 3 – I terrorize people with my hostility. I emit hate, and try to bring other people down. *(Modified from Hendricks Institute handout--Copyright ©2000)*



# How Do You Give Difficult Feedback?

## *Breathe, Move and Feel Your Fear*

What do you do when feedback is contentious or poorly delivered?

“Often within companies,” continues McGrath, “there are policies and rules you’re meant to follow: what’s acceptable and what’s not acceptable. Whatever feedback is being delivered is really valuable.”

**I wouldn’t throw out the feedback because of how it’s delivered.**

It can be contentious because some people wrong the messenger to a certain degree. They throw the feedback out with the poor delivery system.”

McGrath has a specific technique that is particularly valuable for followers interested in **giving difficult feedback**, such as **voicing discomfort** and possibly **initiating conflict**.

“One of the greatest skills is being able to

**breathe while conflict happens.**

If I’m going to speak up about something, I would rehearse how I would say it.

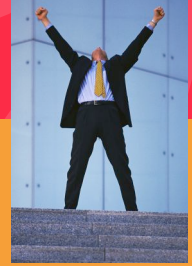
Now, I put more focus on being able to breathe and move and saying whatever pops up. Being calm is much better than using the perfect words. Putting attention on breathing and movement instead of fear and letting the other person go off on whatever they say in anger. A great dialogue can happen instead of just triggering each other and getting nothing solved.”

In essence, breathe, move and *feel your fear* instead of running from speaking up.



**LEARN MORE ABOUT ANNA MCGRATH**  
[WWW.WONDERWORKSLEADERSHIP.COM](http://WWW.WONDERWORKSLEADERSHIP.COM)

# CHALLENGE Take it!



Ask yourself the following questions:

## **VERBAL FEEDBACK**

### *GIVING*

- How can I more effectively communicate so that others can more easily assimilate?

### *RECEIVING*

- When do I constrict my body when I’m receiving feedback?
- Do I breathe fully when conflict happens?

## **RESULTS-FEEDBACK**

- Am I getting the results I want?
- What are the results I am getting from my choices and actions?



4 Keys of  
Genius Leadership

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