

WIN

**WHEN THEY
SAY YOU
WON'T**

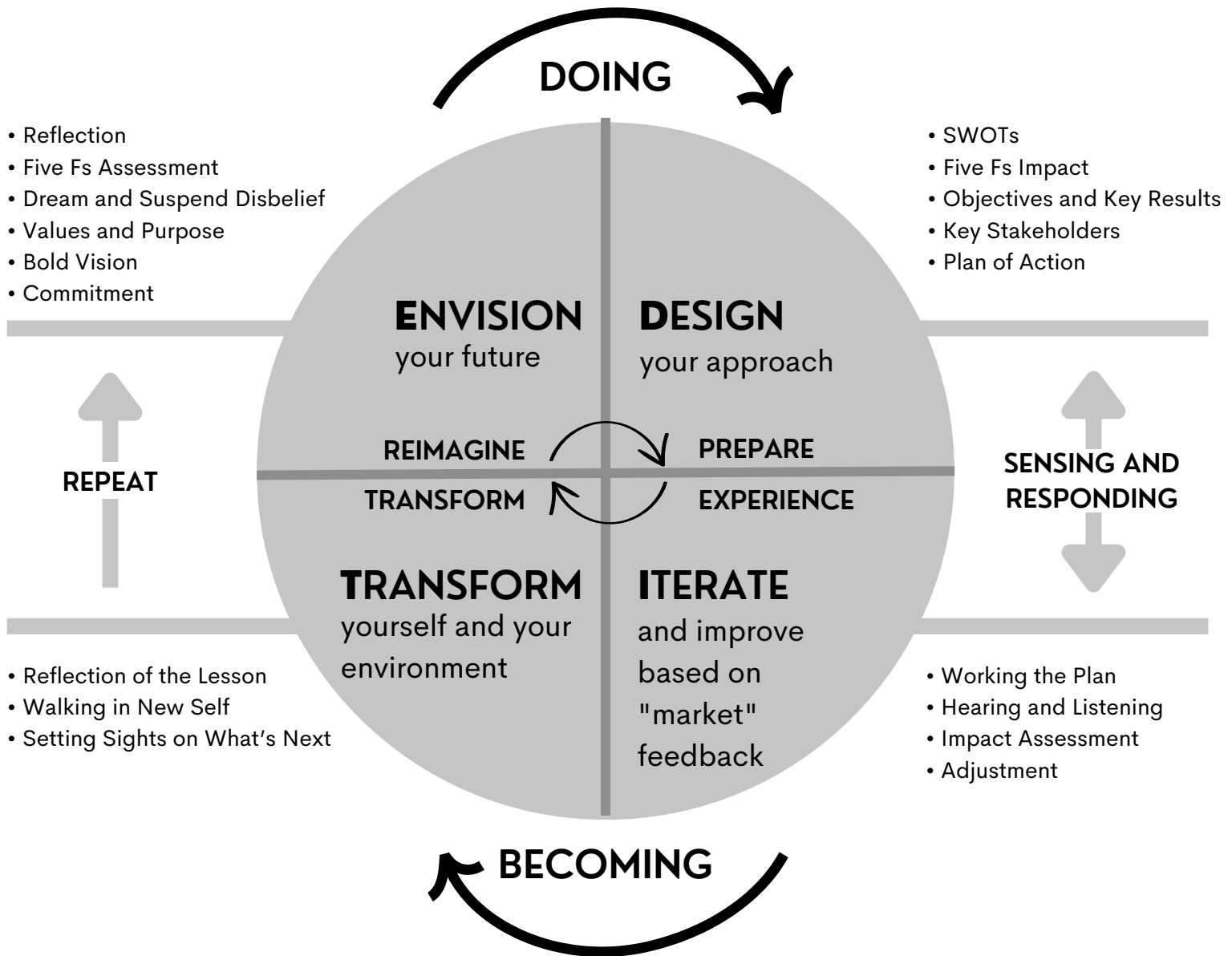
WINNING AFTER SETBACKS

WORKBOOK



OVERVIEW OF THE EDIT METHOD

What is The EDIT Method? A personal/professional development life cycle.



THE 4Cs RESPONSE

When you receive negative feedback, use these four Cs to design your response:

<p>Get CLARITY on the issue at hand.</p> <p>Who is my behavior (or dress) affecting? Everyone or just one person?</p>	<p>Confirm CULTURAL fit and ask the hard questions.</p> <p>Understand if the culture or situation was truly as described and whether I fit in the culture.</p>
<p>CHOOSE action and whether to accept or reject the feedback.</p> <p>What will I now do about the feedback? Reject it or accept it?</p>	<p>CONFIRM impact and be sure to close the loop.</p> <p>After I make the changes I decided to do, did they change the narrative about me?</p>

When you follow this model, it helps eliminate the knee-jerk reaction you may be accustomed to when you receive feedback. It's easy to REACT to negative feedback quickly and with high-emotion. But evaluating the 4Cs allows you time to think, plan, and RESPOND in a way that brings you closer to your goal. Understand, Assess, Respond & Measure - that's what the 4C's enable you to do.

THE 4Cs SCENARIO SHEET

As a group, read through the scenarios below and come up with real steps you would take for each C. Be open-minded to what your team members have to say—there may be a perspective or approach you haven't considered.

- You've just been looked over for a promotion. The role was given to a male colleague, even though you are the most qualified candidate for the position. What are your next steps?

- A subordinate opens up to you in a one-on-one that you're not very approachable as a boss/manager. What are your next steps?

- You're the leader of a team with consistent turnover. You have no idea why you can't keep employees and it's affecting your relationship with clients. What are your next steps?

TAKEAWAY:

Take feedback strategically, not personally.

GETTING UNSTUCK

Remember "whatever has your mind, has you". Although some setbacks come from external forces, sometimes our own thoughts and our own mindset can cause setbacks.

Here are the three main ways you may show up when you are stuck:

1. Excuses and procrastination
2. Fear, uncertainty, and doubt
3. Analysis paralysis

EXCUSES AND PROCRASTINATION

What can cause this? How does this show up?

- Fatigue or overcommitment
- Fear of failure--You are afraid to fail. You delay making any changes.
- Fear of success - You are afraid to win. Life will change. You delay change.
- Lack of understanding of the target
- An objective will impact your 5F's (family, finances, etc.)

Do you find yourself struggling with any of these elements of excuses and procrastination? If so, which ones? Can you identify any reasons why?

TAKEAWAY:

Keep your commitment/mission top of mind. If you still align with this commitment, you need to take action.

GETTING UNSTUCK

FEAR, UNCERTAINTY, DOUBT

What can cause this? How does this show up?

- Irrational fear holds you back from taking risks and finding success
- When you are paralyzed by uncertainty, you don't advance as you'd like
- Doubt keeps you from believing in your abilities, even when you're capable .
This is what imposter syndrome can look like

Identify areas of your career where you're experiencing fear, uncertainty, and/or doubt.

TAKEAWAY:

When in doubt, remember a time when you WERE successful.

GETTING UNSTUCK

ANALYSIS PARALYSIS

What can cause this? How does this show up?

- A time consuming stall tactic while you wait to make a decision
- Not setting clear deadlines to make a decision

Identify a decision you know you need to make. Determine a timeline for getting the decision finalized and what the outcome will mean for you internally.

TAKEAWAY:

No decision is still a decision!

PLAN OF ACTION

You can have a breakthrough! But first you need a plan.

Name an objective or goal you AREN'T making progress on:

What is the current status?

What is the desired status?

What are your top 3 distractions or setbacks?

What action steps can you take to make progress and get unstuck?

Which stakeholders can you bring in to support you?

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