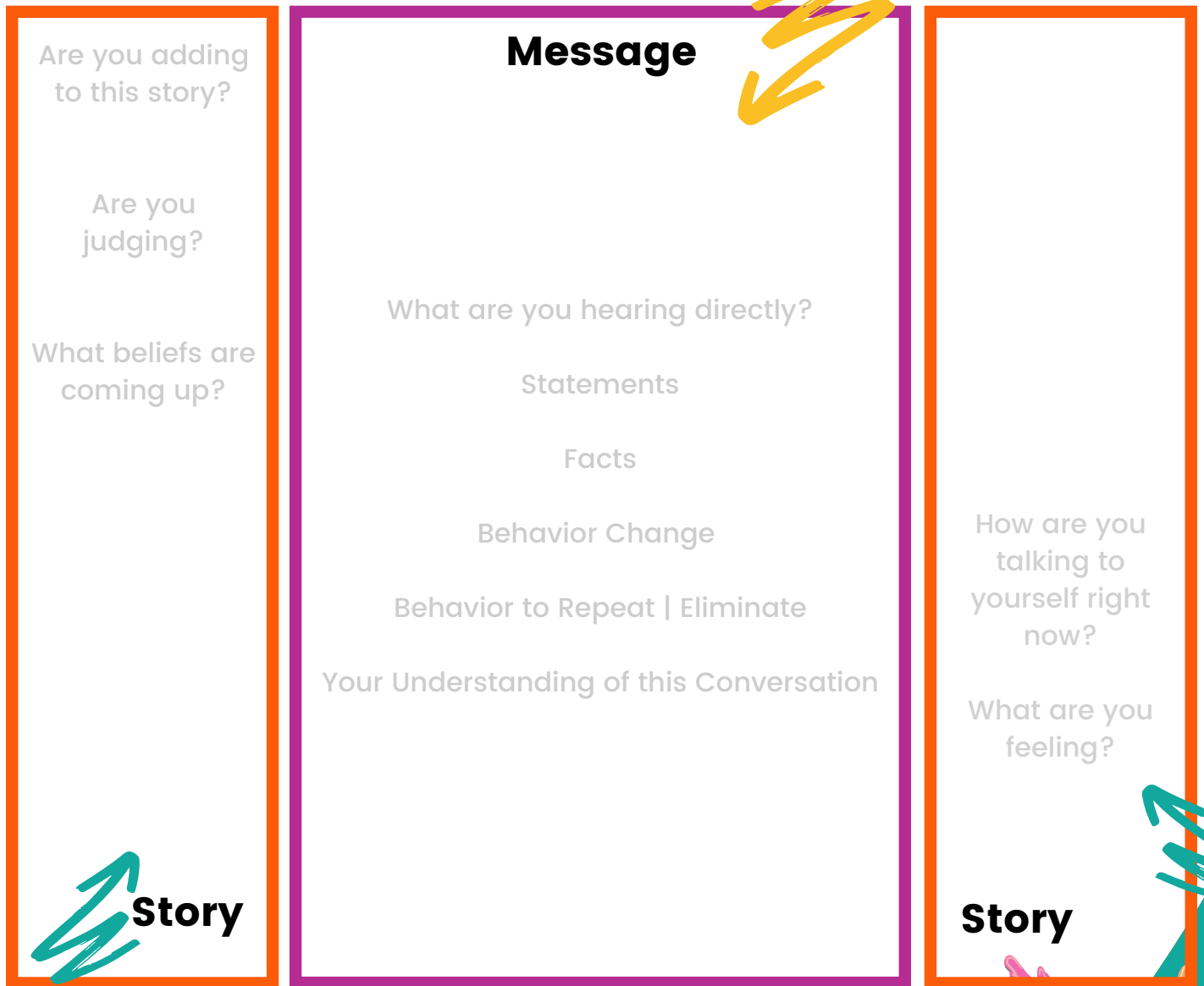


# CORE: A Practice for Action

Linda Clark MHRM, SPHR, SHRM-SCP, CDTLF™

## Consume

This is the messy part. It can be challenging to receive feedback and extract the message. Every type of feedback can present challenges. Yes, even compliments. In this phase, our goal is to consume. We're managing the messages and thoughts in the receiving part of the conversation. We'll get to prioritizing, responding, and action plans. Right now, we want to stay mindful and present, suspending judgment, and focused on what messages we are receiving.



# CORE: A Practice for Action

Linda Clark MHRM, SPHR, SHRM-SCP, CDTLF™

## Organize

We're going to think about what we heard and what we added. You're looking for the what is needed in the MESSAGE from you. Are you adding a new behavior, changing an existing behavior, or eliminating a behavior? Anything in the STORY that is also important for you to discuss, change, or contemplate? Are you noticing aspirational goals vs. irrational thoughts? What do you think the top 2 priorities are? What's the most important? Is there anything that isn't important at all? Anything you want to clarify when you respond? These aren't the only questions, but it's to help you get started organizing for the outcome.

## Respond

How can you respond to demonstrate understanding, resilience, courage, and focus? Can you share your learning? What other responses are needed - any follow up, apologies, and/or clarifying conversations? Do you need to have an additional discussion? It's important to think about the communication needed to reinforce the change, increases chances for success, and helping you focus on this as a growth process. Be specific. What are your responses, when will do them, who is your accountability contact?

## Execute

It all comes down to this. What will you do and when will you do it? Get specific here. The action, the due date, anyone else that needs to be involved? Don't worry about waiting until every detail is in place, think about steps. What can you do first, what is the step, then what follows. We don't "Write an annual strategic plan" here. We might "Write the major milestones of the annual plan" to start. Think about actions that lead to the outcome. Be in motion. Let go of perfectionism. Go Start.



[Linda@Linda-Clark.com](mailto:Linda@Linda-Clark.com)

405.355.3575

[www.linda-clark.com](http://www.linda-clark.com)