



AWAKEN 365

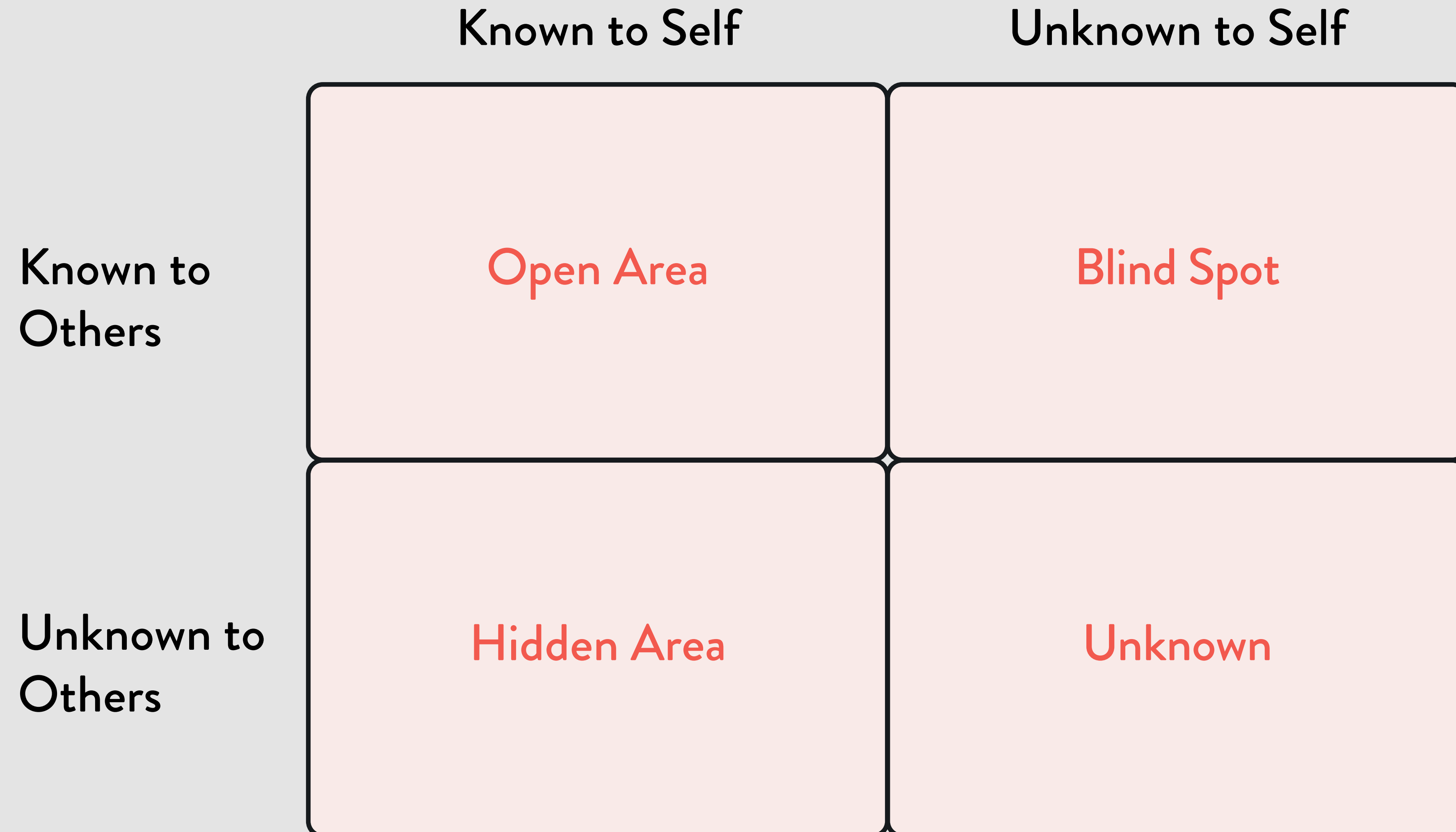
18th OCTOBER



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Feedback and Sponges

Awaken 365





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Feedback and Sponges

- **Critics** see your weaknesses and attack your worst self.
- **Cheerleaders** see your strengths and celebrate your best self.
- **Coaches.** A coach sees your potential and helps you become a better version of yourself.



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Feedback and Sponges

Four Ways People Filter and Acquire Information

- Reactive + Ego-Driven
- Proactive + Ego-Driven
- Reactive + Growth-Oriented
- Proactive + Growth-Oriented



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Feedback and Sponges



Mellody Hobson

Photograph: <https://spyscape.com/article/mellody-hobson-the-true-superhero-of-boardroom-bravery>



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Feedback and Sponges

Why Sponginess Matters

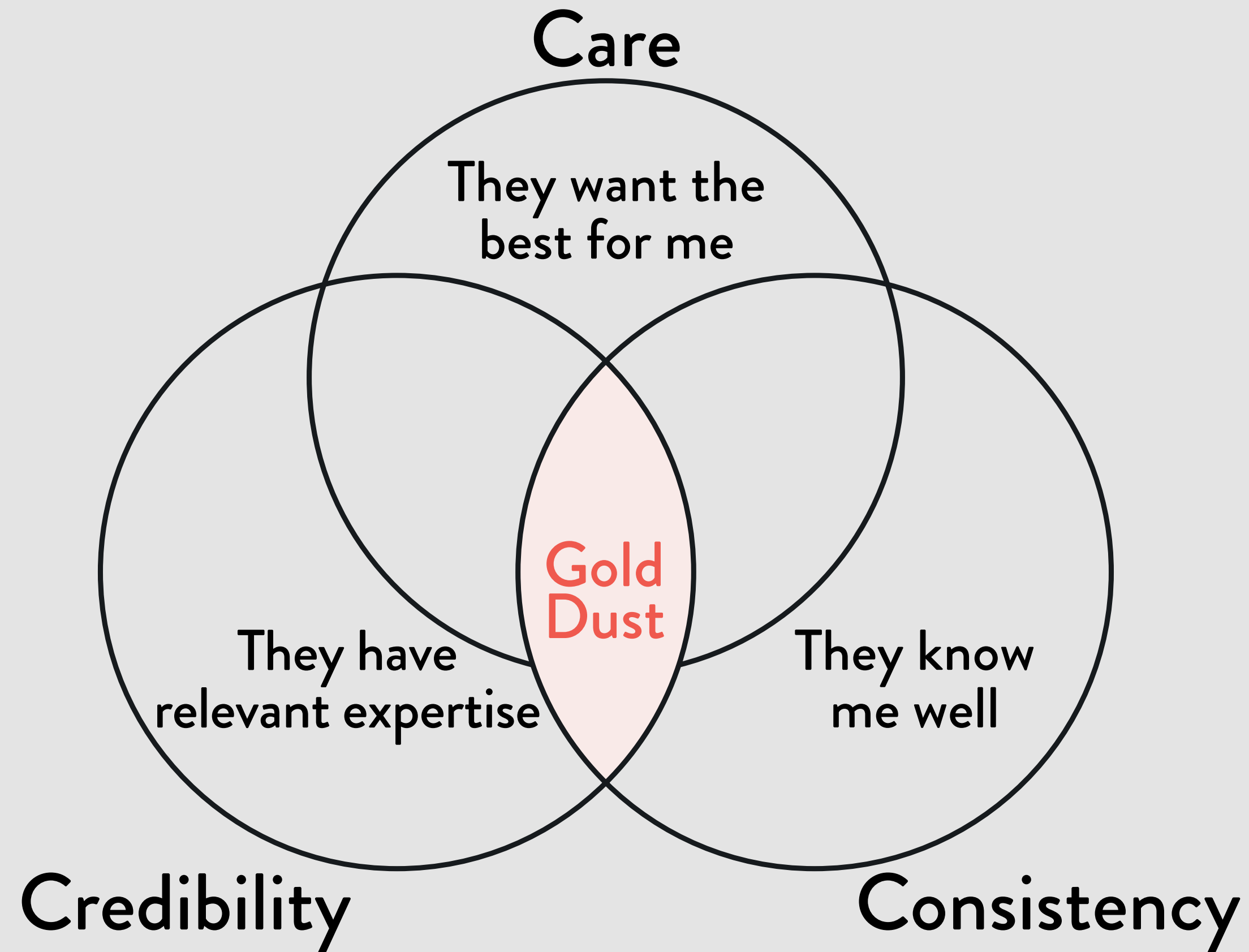
- Taking initiative to expand yourself.
- Embracing feedback instead of dodging it.
- Filtering information for growth, not ego.

In the end, sponginess is what makes people adaptable, resilient, and ultimately, capable of turning obstacles into opportunities.



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Feedback and Sponges



- Care + credibility without consistency may not apply to my life.
- Care + consistency without credibility may steer me wrong.
- Credibility + consistency without care may not have my best interests in mind.
- But when all three align, the input is gold dust.



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Feedback and Sponges

Motivational Feedback
(what went well)

Non-Specific

Specific

Developmental feedback Purpose
(what could be better)



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Feedback and Sponges

Motivational Feedback
(what went well)



Cheerleading

Non-Specific

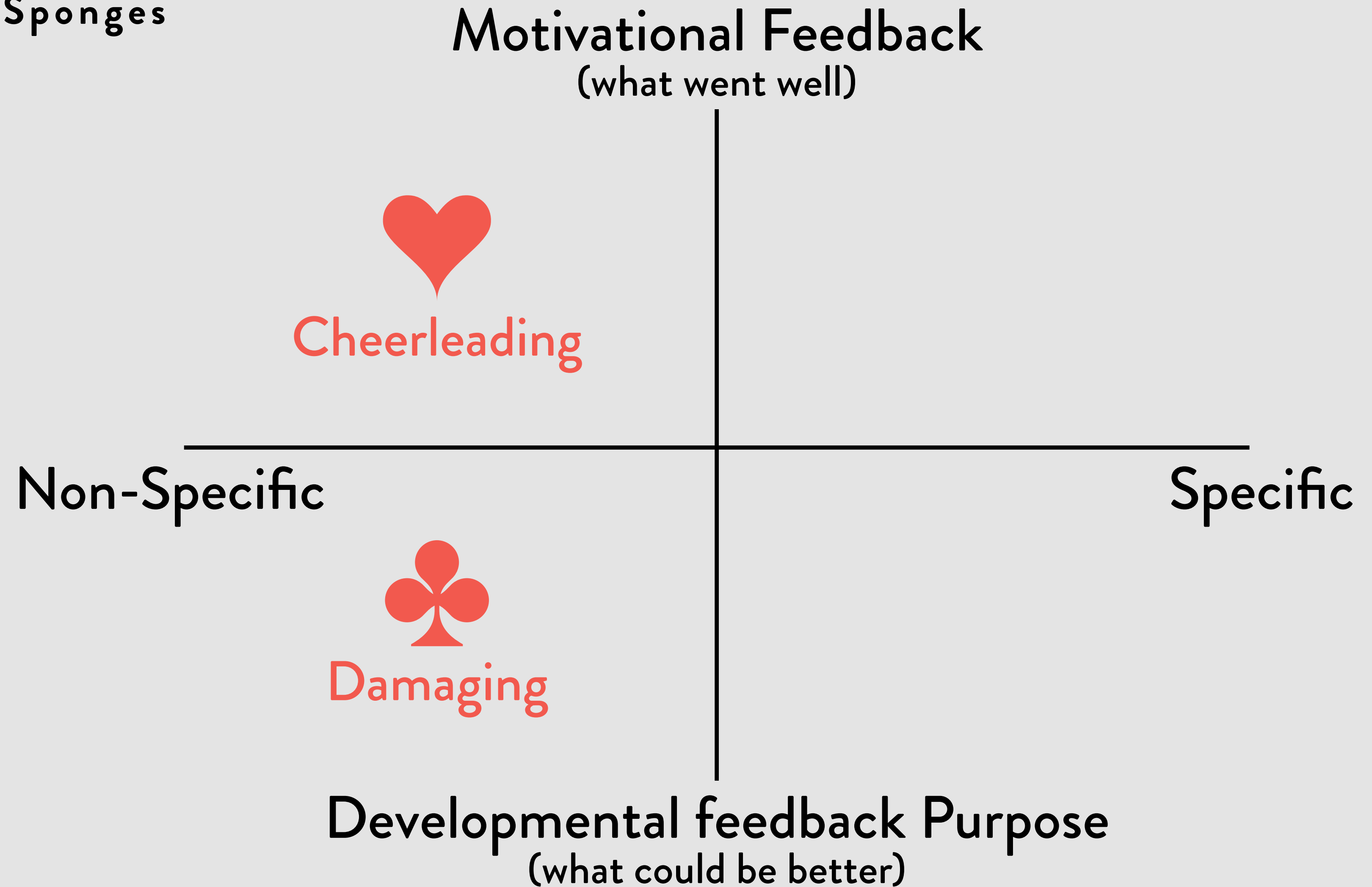
Specific

Developmental feedback Purpose
(what could be better)



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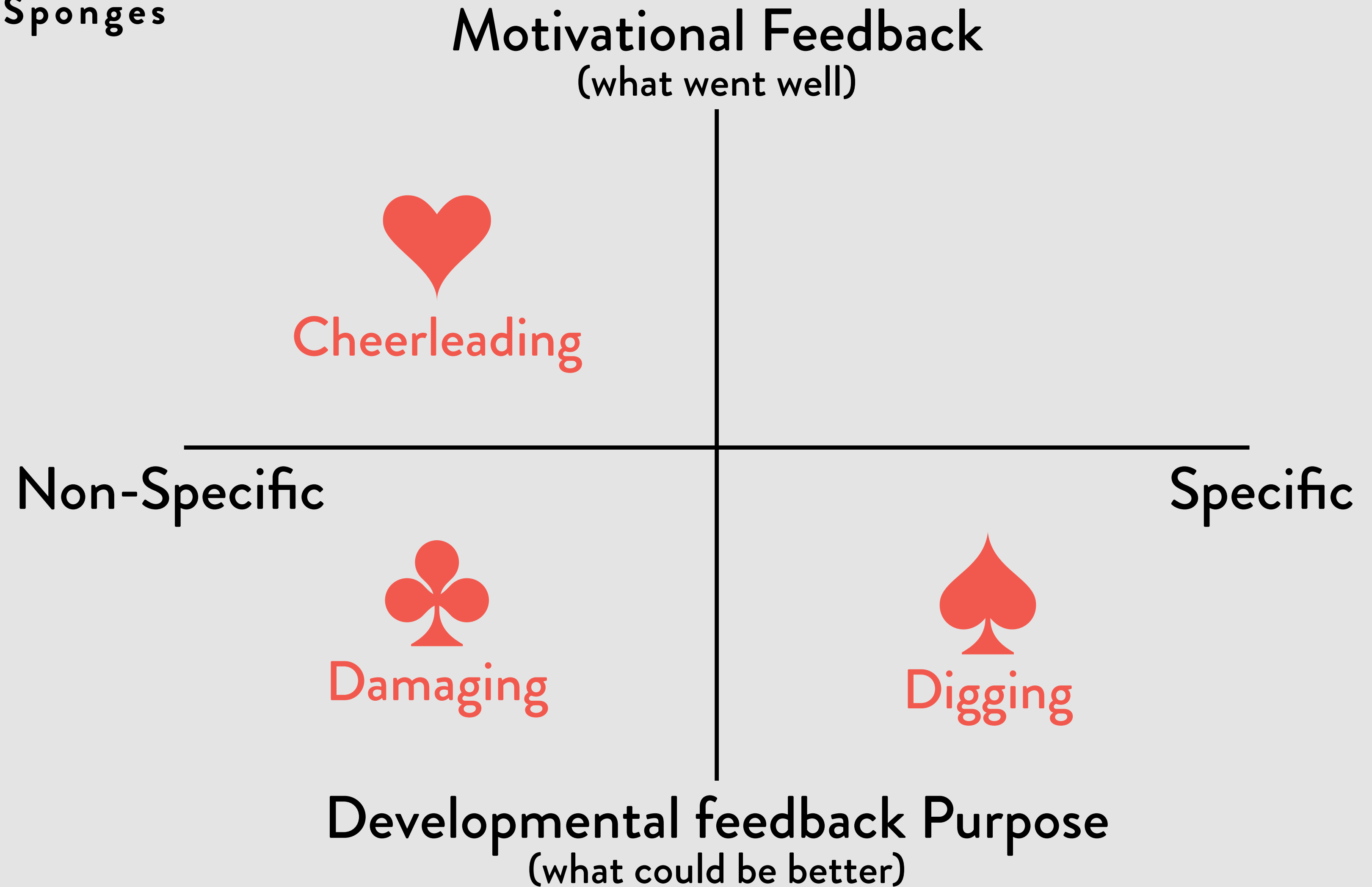
Feedback and Sponges





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Feedback and Sponges





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Feedback and Sponges

