

WORKSHEET:

R2C2 Feedback

A SIMPLE WAY TO MAKE FEEDBACK WORK

The R2C2 framework is a straightforward approach to giving and receiving feedback that focuses on relationships, understanding, and action. It breaks the feedback conversation into four easy steps:

Relationship

Start by building **trust**. Feedback works best when people feel **safe** and **connected**. Read our most popular blog on trust for practical tips

Reactions

Ask how the feedback **feels** and **listen** carefully. This helps people feel heard and reduces **defensiveness**.

Content

Make sure everyone is **clear** on the **feedback**. Clarify observations, give examples, and **check** that the message is **understood**.

Coaching

Turn feedback into **action**. Collaborate on solutions, set **small goals**, and **agree** on the **support** needed to make progress.

WORKSHEET:

Learn. Leap. Lock-In.

HOW TO INTEGRATE FEEDBACK IN A CLEAR, GROUNDED WAY

Use this worksheet to reflect on your growth, career transitions, and intentional actions for 2026.

What did this feedback teach you?

- Which points of feedback were most helpful or surprising?
- What patterns or themes are emerging from the feedback you received?
- How does this feedback align or contrast with your own self-assessment?

LEARN:



Where can you stretch?

- Based on this feedback, what's one thing you can try differently or improve on?
- Which skill, behavior, or approach could you experiment with next?
- How could you take a small risk that moves you forward?

LEAP



What will you commit to?

- Which actions or practices will you put in place to apply this feedback?
- What habit, boundary, or routine will help you follow through?
- How will you track progress and ensure your growth sticks?

LOCK-IN

