

### Overview

Depending upon the relationship and past interactions you've had with your child, your child may not 'buy-in' initially to the **Transformation Feedback™** method or trust that you are sincere. If you've had a very open and positive relationship up to this point, you should be able to implement it very quickly and effectively.

In order for the method to be most effective follow-through and accountability are essential. To initiate and engage in the process without adhering to the guidelines will undermine the entire method and it will not work. Trust will quickly erode and the method will be counterproductive.

When follow-through and accountability are consistently applied, the **Transformation Feedback™** method will lead to remarkable results and transformation in your leadership, behavior, and relationships.

Keep in mind that the desired outcome is a change in a behavior (or set of behaviors). So the suggestions you are given must be behavioral focused. This method is an adaptation of Marshall Goldsmith's Feedforward process.

### Guidelines for **Transformation Feedback™**

- Create the best environment and pick the appropriate time to have the discussion with your child.
  - Allow a maximum of 5 minutes, but it may only take one or two minutes.
  - It needs to be a relaxed setting and not when there is tension in the room.
- Tell your son or daughter that you would like his/her help. You'd like an honest response to what you are about to ask.
- Ask if your son or daughter has any questions.
- Now, state what it is you would like to do better or would like help with. Then ask what one or two (no more) suggestions for the future that your child has for you.
  - Sample questions:
    - I would like to be a better father. What one or two suggestions could you give me that would help me be a better father to you?
    - I would like to spend more time with you. What one or two suggestions could you give me that would help?
    - I would like to be more encouraging. What one or two suggestions would you have that would help me to be more encouraging?
    - I would like to be a better spiritual leader. What one or two suggestions would you have that would help me a better spiritual leader?
- After you ask, sit quietly and just listen and then write down the response. *Or instead of having your child tell you verbally, just have him/her write down the suggestion on a piece of paper and hand it to you to read.* Read it silently to make sure you can read it.
- Your only response is, 'Thank you for the suggestion.' You may not make any other comment or ask any question. Do not allow your child to elaborate on the suggestion.
- After you hear or read the suggestion and say 'thank you,' your child should only say, 'You're welcome.'
- On a regular basis (weekly or monthly or quarterly), check back and simply ask your child if you are doing better. They could rate you on a scale from 1 to 10 both before and after to give you some sense of your progress.
- When significant enough progress has been made, it's time to ask the next question and repeat the process. It may only take a week or it may take months for significant progress to be made, not in your eyes, but in the eyes of your child.