

	Expected	Unexpected
Positive	<ul style="list-style-type: none"> <li>• How can I celebrate this aspect of myself?</li> <li>• How can I use this skill to improve my productivity or personal satisfaction?</li> <li>• How can I use the skill to help others who are not as strong?</li> </ul>	<ul style="list-style-type: none"> <li>• Why was I surprised to hear this?</li> <li>• What previous experiences might have caused me to forget or dismiss this strength or ability?</li> <li>• How will I celebrate this newly discovered skill?</li> <li>• How can I use this skill to improve my life?</li> </ul>
Negative	<ul style="list-style-type: none"> <li>• What actions have I already taken to address this concern?</li> <li>• How successful were those actions?</li> <li>• What else do I need to examine and/or change to achieve the results I want?</li> <li>• If I don't make the necessary changes, how will this impact my job or life?</li> </ul>	<ul style="list-style-type: none"> <li>• What other information do I need to make sense of the feedback?</li> <li>• What support do I need to deal with the implications?</li> <li>• What plan can I put in place to make small, achievable changes in the short term?</li> <li>• How will improving this impact other areas of my job or life?</li> </ul>