

Week 7: Radical Candor (The Book Review)

Goal: Stop choosing between being "Nice" or being "Effective." Be both.

Theme: "I care about you enough to tell you the truth."

Quick Start: Daily Kit

[] 1. The Quadrant Check (Am I being helpful or just nice?)

[] 2. The "Umm" Ban (Stop sugarcoating feedback)

[] 3. Solicit First (Ask: "What do I do that hurts the team?")

Metrics: Retention (People leave bad bosses) & Speed of Correction

Radical Candor Tools (Clip & Carry)

TOOL 1: The Compass (The 4 Quadrants)

- Radical Candor (Top Right): Caring + Challenging.
- Ruinous Empathy (Top Left): Caring + Silent (The "Nice" Trap).
- Obnoxious Aggression (Bottom Right): No Care + Yelling.
- Manipulative Insincerity (Bottom Left): Backstabbing.

TOOL 2: The "Ruinous Empathy" Detox

The Lie: "If I correct them, they won't like me."

The Script: "I am not doing my job if I let you keep failing. I care about your success, so I need to tell you that your uniform is sloppy. Please fix it."

TOOL 3: H.I.P. Feedback

Feedback has a shelf life.

H - Humble (You could be wrong)

I - Immediate (Don't wait for a review)

P - Private (Criticize in private, Praise in public)

Script: "Hey, can I give you some candor? When you rolled your eyes, it hurt the vibe."

TOOL 4: Soliciting Criticism (Go First)

You must take it before you give it.

Script: "I want to be a better manager. What is one thing I do that drives you crazy or slows you down?"

Rule: Do not defend yourself. Just say Thank You.

People Over Patties (POP) Toolbox

Week 7 Challenge: Scorecard

Manager: _____ Week Of: _____

Day	Focus Area	Success Metric	Check
Mon	The Quadrant Self-Awareness	Identified where you fall under stress.	<input type="checkbox"/> Found My Spot
Tue	Solicit First Build Trust	Asked crew: 'What do I do that slows you?'	<input type="checkbox"/> Asked Crew
Wed	Ruinous Detox Stop Being Nice	Corrected a behavior you usually ignore.	<input type="checkbox"/> Corrected It
Thu	Private/Public The Rule	Praised loud (Public) Corrected quiet (Pvt).	<input type="checkbox"/> Followed Rule
Fri	Radical Candor Full Application	Gave 1 piece of feedback that was Kind + Clear.	<input type="checkbox"/> Did Candor

Week 7 Reflection: Care + Challenge

1. Which quadrant is your "Default Setting" under stress?

2. What feedback did the team give YOU? Did you accept it well?

3. Next Week Goal: Who on the team needs some Radical Candor right now?

Manager Signature: _____