



Clarity

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for the Personal Development Group  
and LearnStuff

# The road to Feedback Culture



**clarity**

*noun*

1. the quality of being clear, especially:
  - Of being intelligible and coherent
  - To have good quality

**Abstract Classes:**

Models abstract concepts from the real world

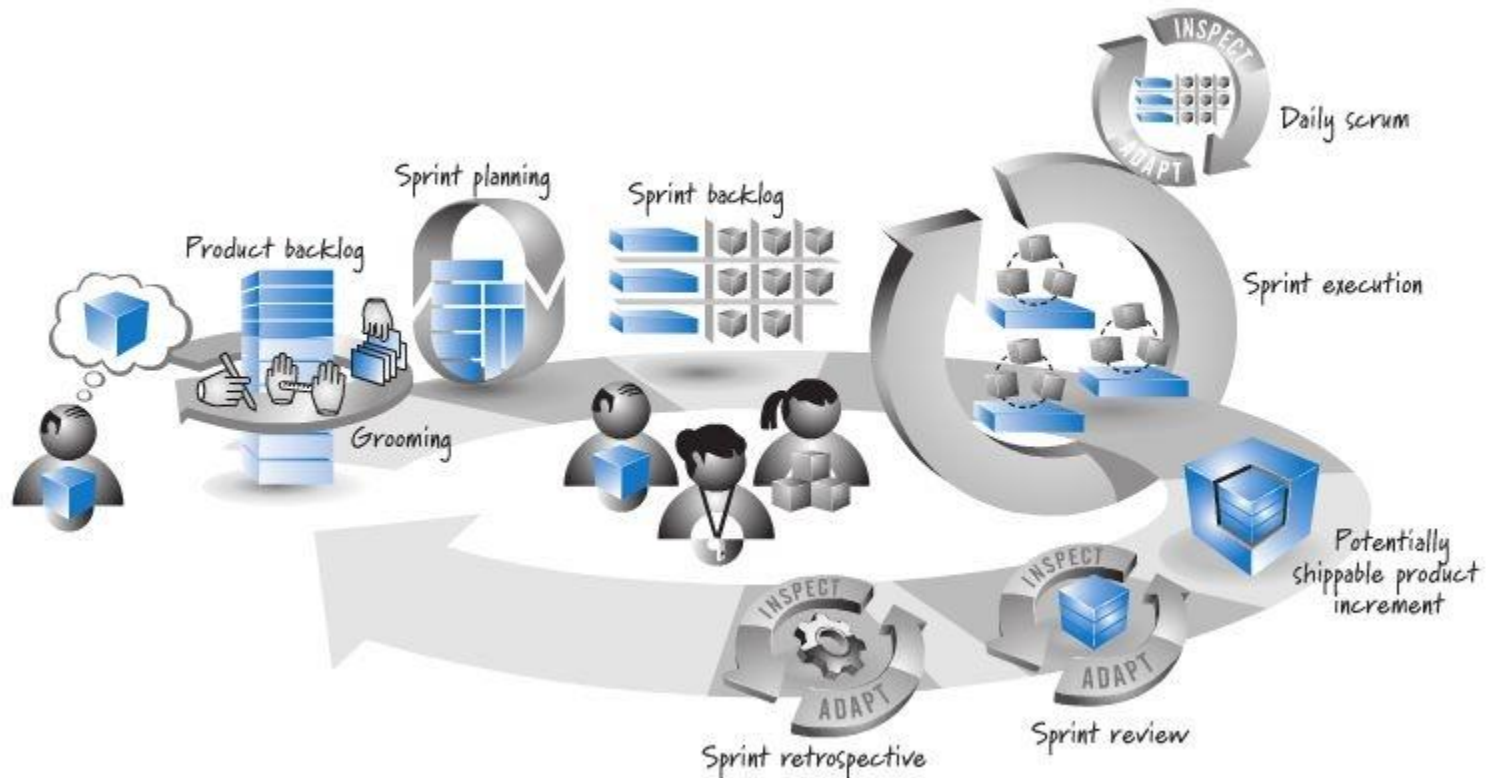
**Classes:**

Models a concept from the real world

**Instances:**

Establishes a common behavior for a group of classes

# Clarity as a methodology ?



## Clarity in the work place ?



**S** **Specific.** The goal identifies a specific action or event that will take place.



**M** **Measurable.** The goal allows you to determine and measure your progress towards completion.



**A** **Achievable.** The goal should be achievable given available resources.



**R** **Relevant/Realistic.** The goal allows for likely success based on available skills and time.



**T** **Time-bound.** The goal should state the specific time period in which it will be accomplished.

## Clarity for people ? Why ?

- The wish or need to express what we feel
- The wish or need to ask for help or offer our help
- The wish or need to avoid or resolve stressful situations
- The wish or need to ensure a position of comfortable relative control





## **Avoid ambiguity**

- Express ideas as clearly as possible

## **Avoid interpretation**

- Eliminate terms, symbols and metaphors which can be interpreted based on prejudice or personal preferences

## **Avoid emotional responses (either positive or relative)**

- Avoid any term or expression that suggests or can be interpreted as dangerous or frightful

- Write the complete idea you want to express.
- Eliminate everything that is not essential.
- Identify and remove anything that could trigger a prejudice.
- Identify and eliminate anything that might be interpreted as a threat or a personal affront.
- Rewrite the message.

**THANK YOU!**

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