



## Emotional Safety for Feedback

### 45-minute keynote

Many people struggle to give feedback at work, or even avoid it altogether. They worry about hurting someone else's feelings or that feedback will be taken the wrong way. Sometimes they don't know how to approach the feedback process.

Creating an emotionally safe culture for feedback means people are empowered to share clear and constructive feedback despite the tough emotions involved. Research shows the benefits of people feeling emotionally safe in delivering or receiving corrective feedback are improved performance and productivity, a more engaged workforce and more rapid innovation.

In this keynote, Dr Sarah reveals her insights into developing emotional safety for feedback in your organisation so you can start to see significant improvements in the way people share and receive corrective feedback.

Through understanding the role of the fight or flight response in the feedback process, the power of pausing in emotion regulation and the importance of addressing feelings first with feedback to follow, the audience start to realise the value of prioritising emotional safety for feedback. Increasing emotional safety for feedback creates a more supportive work culture which benefits everyone, through increased resilience and lower stress levels, increased employee engagement and more rapid innovation.

Dr Sarah Whyte delivers interactive, relatable and transformational insights into how you can start to build emotional safety for feedback in your organisation today.

### Who needs this keynote?

- Organisations looking to increase their leaders' comfort and confidence level in sharing corrective feedback
- Organisations who want to develop their people's ability to deliver important feedback for optimum results
- People who delay or avoid delivering difficult feedback to their team or peers
- People who feel anxious or defensive at the very thought of receiving difficult feedback





What will the audience learn?

- They will understand the role of the fight or flight response in feedback, both for the person delivering feedback and as a recipient of feedback
- They will discover the value of acknowledging emotion to ensure their cognitive function remains fully operational, so the feedback conversation is less emotional and less stressful
- They will discover the power of the pause in reducing stress levels and easing difficult emotions, so they feel better equipped to deliver feedback more clearly and calmly
- They will discover the power of considering feelings first, followed by feedback, in supporting their recipients to be more open and less defensive in feedback conversations

### Follow up options

Many organisations choose to follow up on insights from this keynote by having Dr Sarah facilitate a more in-depth learning program to develop and sustain emotional safety for leaders and their teams. Sarah's learning programs involve interactive, research-based workshops and individual and group coaching, and are bespoke according to the needs of each organisation.

### About Dr Sarah Whyte

Dr Sarah Whyte works with people in high-pressure, high-performance environments to help them understand the power of emotion in psychological safety. She holds a doctorate in emotional intelligence and remains a massive research geek. Her relatable stories distil complex research into powerful takeaways to boost performance, productivity, and communication.

### Contact Dr Sarah Whyte

✉ [sarah@drsarahwhyte.com](mailto:sarah@drsarahwhyte.com)

👤 Book an enquiry call with Sarah

📞 +6591681964

