



Australian Government
Australian Taxation Office



Reflection Activity: OHAAT Own It

Radical Candour

30 – 60 minutes

To **Own it** and be accountable means to be committed to succeed, and therefore to take ownership of outcomes. It means owning success as well as failures and creating a climate of safety to admit when we're wrong and learn from it. Integrity is central to this. To be accountable also means to take ownership of your own development.

Activity overview

Watch [Kim Scott's video on radical candour](#) (6 minutes)

Discussion questions

- What are your key takeaways?
- What are some insights you can apply in an upcoming conversation?
- How can you encourage radical candour in your teams?

Peer activity

Identify a team member that would benefit from developmental feedback to help improve their performance. Consider the following:

- What is the situation?
- What is the behaviour you're observing?
- How will the feedback help the team member?

Self-assessment

This tool will give you insight on how you care personally and challenge directly in difficult conversations. You will be asked how frequently you engage in certain behaviours at work. Be as accurate and honest as possible in answering the following questions. There are no correct answers. Use the entire scale, not just the high scores. Which behaviours do you do often or very often compared to other behaviours on the list? (1-5 corresponds to the frequency).

How frequently you do the following when interacting with others at work:				
1-NEVER	2-RARELY	3-SOMETIMES	4-OFTEN	5-VERY OFTEN
1.	I am genuinely curious about the other person.			
2.	I state my views authentically even when it may not be the popular view.			
3.	I listen to facts and feelings expressed by a person.			
4.	I ask tough questions to ensure all sides of a discussion are considered.			
5.	I pay attention to body language and react appropriately.			
6.	I am open and vulnerable about myself and the issues I am facing.			
7.	I show empathy or understanding of another person's view.			
8.	I stay the course when things become uncertain or challenging.			
9.	I seek diverse views and value all perspectives.			
10.	I admit when I am wrong even when it might make me look bad.			
11.	I move from defending a point of view to understanding the other's view.			
12.	I say what needs to be said.			

Scoring instructions:

- All the scores for the odd-numbered questions relate to care personally (vertical) axis and they pre-populate on the following page.
- All the scores for the even-numbered questions relate to the challenge directly (horizontal) axis and they pre-populate on the following page.
- Identify what quadrant you are most comfortable operating in currently.
- Reflect on what the scores tell you about how you care personally and challenge directly.

CARE PERSONALLY

1 3 5 7 9 11

+ + + + + =

CHALLENGE DIRECTLY

2 4 6 8 10 12

+ + + + + =

CHALLENGE DIRECTLY

