

# The Feedback *Field Card*.

*Feedback is a recording, not a verdict. Clear is kind.*

Companion to "Feedback is a recording" by Bryan Miles · MaestroVox Advisors

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## 01 / NOTICE FIRST

*You can only hand over a recording you actually made.*

*The exact moment: what a camera would have caught...*

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## 02 / THE CONVERSATION

*Open. Hand over the three parts. Agree on what's next.*

- 1 **OPEN** "Can I share what I saw?"

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- 2 **SITUATION** One specific moment: where, when.

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- 3 **BEHAVIOR** What they did, not your read on it.

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- 4 **IMPACT** What it cost. Impact, not intent.

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- 5 **ASK** "What was going on for you?"

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- 6 **NEXT** Agree on one change.

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*Clear, then a conversation, in that order.*

### 03 / QUALITY BAR

*Check before you deliver. One “no” means it isn’t ready.*

- ☐ **Specific** — Couldn’t apply to anyone else
  - ☐ **Observed** — By me, not passed along secondhand
  - ☐ **Impact, not intent** — What you saw, not what you assumed
  - ☐ **One message** — Not a sandwich
  - ☐ **Timely** — Now, not saved for a review
  - ☐ **Private** — Redirecting, always in private
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### 04 / AFTER / THE FIVE-MINUTE REP

*Two questions. Answer both, in writing, while it’s fresh.*

#### 1 Where did my tell show up?

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*The reach for the sandwich. The flinch when they pushed back. The rush to fill the silence.*

#### 2 What did I notice right before it?

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*The heat, the breath, the drop in the stomach. The signal to catch next time.*

A clean recording doesn’t ask anyone to feel bad. It just lets them hear what you already heard. Hand it over.