





Have you ever been hesitant to provide your team with feedback? Do you wish a conversation could have been avoided? Have you shunned confrontation?


Consider the benefits of establishing candid workplace relationships:

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- Providing constructive feedback can show your team how they are valued.
 - Displaying candor means to celebrate successes but also encourage after failures. Remaining transparent builds a thorough understanding of both parties.
 - Sharing and discussing opposing viewpoints promotes trust amongst colleagues, ultimately delivering high workplace contributions.

How do I implement candor?

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- Immediately establishing expectations can help avoid difficult conversations. Many focus on *how* they communicate and not *what* they communicate.
 - Do not delay feedback. Whether positive or negative, address topics early.
 - State your intentions and ensure clarity.

Be mindful of...

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- Being unclear. Ambiguousness only leads to confusion.
 - Balance candor and compassion. Remember the context, timing, and extent of open communication.

DID YOU KNOW

Supervisor Training Opportunity: *What Every JMU Supervisor Needs to Know*

This nine-session series will emphasize practical leadership understanding and application for supervisors. Both new supervisors and supervisors desiring a refresher are encouraged to attend. Additional details and registration can be found [here](#).

Telework Agreement Updated

The telework agreement form was recently modified to incorporate additional questions regarding details associated with work while teleworking. Effective immediately, please begin to use the [new form](#).