

SAFE-SEEN

Feedback That Builds Trust. Not Threat.

A two-layer framework that puts psychological safety before performance—because without the first, the second is impossible.



LAYER

1 SAFE

The conditions:

Can this person **safely** receive feedback right now?



SETTING

Right time, right place, right moment.
Create the conditions before you begin.



ATTACHMENT

Do they genuinely believe you're on their side?
Trust is the foundation. Build it first.



FRAMING

Lead with your intent, not the issue.
Share why you're talking and invite them in.



EMOTIONAL STATE

Are you both regulated enough for this conversation?
Pause if needed. Regulation creates reception.

LAYER

2 SEEN

The conversation:

How feedback becomes **understanding**.



SPECIFIC

Be clear about what you're referring to.
Focus on observable behaviours and impact.



EXPLORE

Listen to their perspective with curiosity.
Ask questions. Understand their experience.



EMPOWER

Collaborate on solutions and actions.
Make it a joint plan, not your directive.



NEXT

Agree on the next step and follow up.
Clarity now. Accountability always.



When feedback is received as threat, the brain **shuts down**.



When safety comes first, the brain can **listen, learn and grow**.

SAFETY FIRST.
CONNECTION ALWAYS.
GROWTH TOGETHER.

