# THE LEARNING ORANGE

This model was designed by Nadia Chaney (nadiachaney.com) for Partners for Youth (.org) and Dream a Dream (.org). *Please give credit and references when sharing.*

All feedback, no matter how it arrives, is an opportunity for learning. When we can catch the feedback instead of swallowing it immediately, we give ourselves time and the opportunity to learn as much as we can. When we are thoughtful about feedback it can lead to deep personal insight, generative conversations and stronger relationships.

When giving and receiving feedback it is so important to remember that no one is perfect, that every one has deep emotions and reactions, that the inner world of each person is very complex, and especially that what is said is not always what is heard. The Learning Orange Model allows for the complexity of communication. It rests on the belief that difficult conversations are an important part of heathy organizations and relationships.
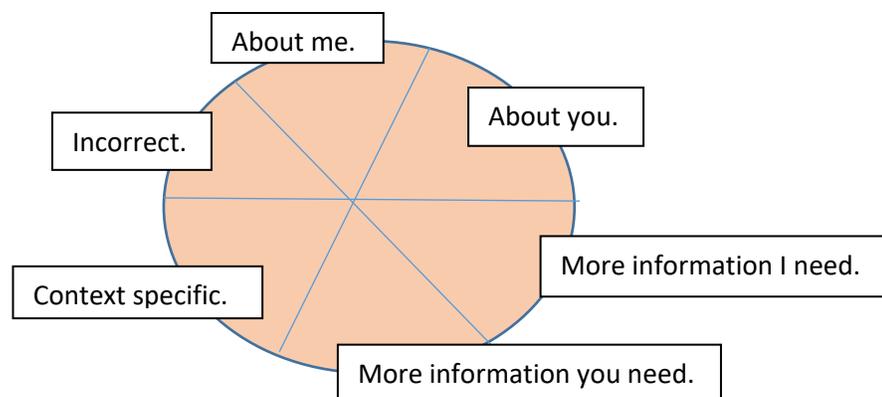


1) **ABOUT ME:** This part of the feedback teaches me about myself. That helps me see what I could otherwise not have known. That gives me insight into how my behavior impacts others. That supports my growth and gives me something valuable to reflect on.
2) **ABOUT YOU:** This part of the feedback teaches me about you. What you value, what you need, what you desire, what you are paying attention to. It helps me to understand you better.
3) **MORE INFO I NEED:** This part of the feedback I cannot understand and need some clarification from you.
4) **MORE INFO YOU NEED:** The feedback indicates to me that you may need more information in order to understand me better and stay connected to me. This is an opportunity to explain the feedback from my point of view (without making excuses).
5) **CONTEXT SPECIFIC:** This feedback belongs to a specific context only. It is true in this context but not in all contexts.

6) **INCORRECT:** This part of the feedback is not true. I don't accept it. I may not be ready to hear it, or it may be simply untrue. This part of the feedback may also include ways that the feedback was delivered that do not work for me.