



RADICAL CANDOR LEADERSHIP TOOLKIT

A PRACTICAL GUIDE TO HELP LEADERS

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WELCOME TO YOUR RADICAL CANDOR LEADERSHIP TOOLKIT!

This toolkit is designed to help leaders integrate Kim Scott's Radical Candor framework into their leadership practice. Use it to reflect on your feedback style, improve team communication, and build a culture of trust and growth.

1. THE FOUR QUADRANTS OF FEEDBACK

Radical Candor

Care Personally + Challenge Directly.

You offer honest, clear, and kind feedback rooted in genuine care. This builds trust and promotes growth.

Obnoxious Aggression

Challenge Directly but Don't Care Personally.

Feedback is blunt and hurtful, creating defensiveness and damaging morale. Often mistaken for Radical Candor.





Ruinous Empathy

Care Personally but Don't Challenge Directly.

You avoid difficult conversations to spare feelings. Ultimately prevents growth and clarity.

Manipulative Insincerity

Neither Caring Nor Challenging.

Feedback becomes political, self-serving, or passive-aggressive. Destroys trust and poisons team dynamics.

2. REFLECTION: WHERE DO YOU LAND MOST OFTEN?

- Who on your team could benefit from more direct feedback?
- Where might you be avoiding truth out of fear or comfort?
- When have you seen Radical Candor work well in your leadership?
- Have you ever mistaken Obnoxious Aggression for Radical Candor?
What happened?





3. RADICAL CANDOR ACTION PLAN

Use this section to plan and follow through with Radical Candor in your leadership.

Name of Team Member:

What feedback do they need to hear?

How can you show care personally before delivering it?

When will you have this conversation?

Follow-Up Plan:

4. COMMON PITFALLS & HOW TO AVOID THEM

Being Too Nice

Avoiding feedback to protect feelings leads to confusion and stagnation.

Being Too Blunt

Giving feedback without empathy can damage relationships.

Being Vague

Feedback that isn't specific won't help anyone grow.

Avoiding Accountability

Letting patterns slide can lower standards and morale.



WEEKLY LEADERSHIP CHALLENGE

Choose one person on your team who needs clear, compassionate feedback. Prepare your message. Use the Radical Candor framework to guide your tone and delivery. After the conversation, reflect on how it went and what you learned.

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