



RED PEN ALIGNMENT

What is a RED PEN ALIGNMENT?

A **RED PEN** is the symbolic permission you give a person to allow that person to challenge you.

An **ALIGNMENT** is a trusted person you allow into your life. A positive, encouraging person that wants to best for you.

RED PEN ALIGNMENT AGREEMENT (YOU):

- Open-Minded to Constructive Feedback
- Embrace Feedback
- Be Flexible
- Follow Through on Commitments

RED PEN ALIGNMENT AGREEMENT (THEM):

- Correct and Re-Direct Timely
- Motivate and Encourage
- Keep Focused
- Say the Tough Things that need to be said