The PROSPER Framework

A structured approach to working with feedback — Chapter 8

P	**Process**	Read through your feedback and work through the emotional response. The goal is to reach sufficient emotional distance that you can look at the information clearly — as if it were about someone else.
R	**Reflect**	Move from "what does this feedback say?" to "what might it mean, and why?" Look for themes across multiple providers. Identify one thing — two at the very most — that you are genuinely motivated to understand better.
O	**Observe**	Before you change anything, watch yourself. Become a keen observer of your own behavior in real time. Gather your own data from lived experience, observed with fresh eyes.
S	**Strategize**	Identify a specific, realistic, targeted adjustment. Design a safe-to-fail experiment: "What is the smallest, most targeted thing I could try that might shift this dynamic?"
P	**Prepare**	Set yourself up to follow through. Think through specific situations where you will need to apply your strategy. Create prompts, reminders, or visual cues. Do not rely on willpower alone.
E	**Experiment**	Try the thing. Observe what happens. An experiment has an intention, a trial period, and a built-in expectation that you will learn from it regardless of how it goes.
R	**Reflect**	Consolidate what you have learned. Separate observation from interpretation. Decide whether to sustain, refine, or redirect. This sets up the next cycle.

Key principle: Work through one piece of feedback at a time. Pick one thing, commit to understanding it properly, and follow the steps with genuine patience. Small and focused beats broad and ambitious every time.

Remember: *Reflect appears twice — near the beginning and at the end. PROSPER is not a one-time process. It is a repeating cycle. Each time you complete a cycle, the next one becomes more precisely targeted.*