Odyssey pronunciation guide

Saul Loeb Even though the world has figured out how to crack all of its products, there's still one thing most people don't know about Ikea: how to pronounce its name. Apparently, Americans have been mispronouncing the Swedish company since it first arrived in the United States more than three decades ago, saying I-kee-ya instead of the completely different but correct ee-KAY-uh. Wait - what?! It sounds that bad, but IKEA Scandinavian reps confirm that the authentic way to say the brand has a long e (not i) voice at the beginning and then the featured second word name KAY. Of course, smart executives knew all along that the new market was butchering the name, so they embraced our American accent from the start. When the company was launched in the U.S. in 1985, it specifically decided to use alternative pronunciation, Ikea U.S. spokesman Marty Marston told ABC News. They even ran a billboard campaign with pictures of an eyeball, key and an ah announcer. So don't blame yourself for the misunderstanding. I think they realized back then that Americans would automatically pronounce it an i sound, said Marston, who changes his pronunciation when he visits the Swedish center. I have to show it, so to speak, like they do, or they're going to look at me funny, he explained. If you still can't believe it, just check out this handy video of the two employees proving their pronunciation: Now you can just learn how to say all their products. [h/t Tech Insider This content is created and maintained by a third party and is imported to this page to help users enter their email addresses. You may find more information about this and similar content piano.io Last updated December 4, 2020 We all crave constructive feedback. We don't just want to know what we're doing right, we want to know what we can do better. However, giving and getting constructive feedback isn't just some good feeling exercise. In the workplace, this is part of the growth of companies. Let's take a closer look. Why constructive feedback is critical the culture feedback is beneficial to individuals in the team and the team itself. Constructive feedback has the following effects: Improving workers' skills Think about the last time you made a mistake. Did you feel attacked— one of the most important markers of destructive feedback — or did you feel like you were learning something new? Every time a team member learns something, it becomes more valuable to the business. The range of tasks they can manage is increasing. Over time, they make fewer mistakes, require less oversight and are more willing to ask for help. Increase employee loyalty with constructive feedback on a two-way street. Employees want to get it, but they also want feedback to be taken seriously. If employees without any feedback, you can take it as a means of not being a valuable part of the team. Nine out of ten employees say they would be more likely to stay at a company that takes over its feedback and acts. It strengthens team bonds without trust, teams can't work. Constructive feedback builds trust because it shows that feedback cares about the recipient's success. However, for constructive feedback to work with its charm, both sides must assume good intentions. Those who provide feedback should really want to help and getting it to assume that the goal is to build them up rather than break them down. It promotes mentoring There's nothing wrong with a single constructive feedback. But when it really makes a difference, when it's repeated- constant, constructive feedback on bread and butter is mentoring. Be the change you want to see on your team. Give constructive feedback often and authentically, and others will of course start to see you as a mentor. Obviously, constructive feedback is something most teams may have more to deal with. But how can you give it to me? How to add constructive feedback to constructive feedback gives tricky. If you're wrong, your message will be on deaf ears. If you're wrong, you can create distrust or create tension throughout the team. Here are ways to provide constructive feedback properly: 1. Listen first often for what you perceive as a mistake in the decision someone has made for a good reason. The key to effective communication is silence. They try to understand: how did the other person get his choice or action? You could say, Help me understand your thinking process. What made you take that step? What's your plan? 2. Lead is a compliment at school, you may have heard it called the sandwich method: Before (and ideally after) giving difficult feedback, share the compliment. This indicates to the recipient that they are evaluating their work. You could say: Great design. Can we see it in a different font? That's a good thought. Why don't we try this? 3. Address the wider team Sometimes, constructive feedback is best given indirectly. If your comment can benefit other members of your team, or if the person you're actually talking to might react badly, try communicating your feedback in groups. You could say, Let's think about this together. I want everyone to see... 4. Ask how you can help if you're on the same team, you're all on it. If a mistake occurs, you need to realize that everyone, not just the person who created it, has a role to play in solving the problem. Give constructive feedback in a way that recognises this dynamic. You could say, What can I do to support you? How can I make your life easier? Is there anything I can do better? 5th Give To provide useful, constructive feedback feedback to be specific. Illustrates the advice by pointing to an ideal one. What should the final result look like? Who is the process down pat? You could say, I wanted to show you... I want yours to look like this. It's a perfect example. My dream... 6. Be empathetic Even if you have confidence in your team, mistakes can be embarrassing. Lessons are hard to swallow. Constructive feedback is more likely to be taken from the heart if it is accompanied by empathy. You could say, I know this is hard to hear. Understand. I am sorry. 7. Smile Management consultants like Credera teach you that communication is a combination of content, delivery, and presentation. When giving constructive feedback, make sure your body language is as positive as the message. A smile is one of the best tools for getting constructive feedback to join. 8. Be grateful if you are frustrated with a mistake, it is hard to be on the bright side. But you don't have to look so hard. Each constructive feedback session is a chance for the team to get better and closer. You could say, I'm glad you brought it up. We've all learned an important lesson. I like to grow as a team. 9. Avoid accusations that provide hard feedback without losing your cool is one of the hardest parts of working with others. Big managers and project managers are nervous about the mistake, not the one who did it. You could say, we all make mistakes. I know you've done your best. I'm not going to hold it up to you. 10. Take responsibility More often than not, mistakes are made because misinformation recognizes its own role in them. Could it have been clearer in your direction? Did you bring the other man to succeed? You could say, I should have... Next time, I'll... 11. Time it's better constructive feedback not to catch people off guard. Don't give it to me until everyone packs up to quit the job. Don't interrupt a good lunch talk. If in doubt, ask the person you're giving feedback to schedule the session yourself. Encourage them to choose a time when they can focus on the conversation instead of the next task. 12. Use their names, if you hear their name, your ears will naturally be ha halfed. Use it if you give constructive feedback. Keep in mind that constructive feedback should be personalized, not personal. You could say, Bob, I wanted to talk over... Does that make sense, Jesse? 13. Recommend not to order if you give constructive feedback, it is important not to be hostile. Even the feedback itself recognizes that the person who made the mistake had a choice – and when the situation comes up again, they can choose differently. You could say, next time, I suggest... Try it like this. You board that? 14. Be brief, even if given empathetically, constructive feedback can be uncomfortable to receive. Pass on the message, make sure there is no hard feelings and move on. One exception? If your feedback isn't understandable, make it clear that you have plenty of time for questions. Running through an open conversation is disrespectful and disheartening. 15. Follow-up Not all lessons are learned immediately. After you give constructive feedback to a member of the team, follow it in an email. Make sure you are as respectful and helpful in your written feedback as you are in verbal communication. You could say I wanted to keep it again... Thank you for talking to me... Did that make sense? 16. Expect improvement Although we always deliver constructive feedback in a supportive manner, we also expect you to perform. If this is a long-term problem, set milestones. At what time would you like to see what kind of improvement? How will you measure this improvement? You could say, I'd like to see you... Let's look back after... I expect you to... Let's make a dent in that. . 17. Give me second chance to give feedback, no matter how constructive, a waste of time if you don't give an opportunity to implement it. Don't set a gotcha moment, but tap the recipient of the feedback the next time a similar task is created. You could say, I know you'll rock it next time. I'd like to see you try again. Let's try one more round. Final Thoughts Constructive feedback is not an easy nut to crack. If you don't give it to me right, maybe it's time to get it. Never be afraid to ask. For more information on constructive feedbackSeemed photo credit: Christina @wocintechchat.com via unsplash.com unsplash.com

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