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## Thank you emoji face

Zu deiner Details: BuzzFeed erhält einen kleinen Anteil an Verkäufen oder andere Vergütungen, die von den Links auf dieser Seite stammen. Die Preise und Verfügbarkeit der Produkte beziehen sich auf den Zeitpunkt der Veröffentlichung dies in Beitrags. Zu deiner Details: BuzzFeed erhält einen kleinen Anteil an Verkäufen oder andere Vergütungen, die von den Links auf dieser Seite stammen. Die Preise und Verfügbarkeit der Produkte beziehen sich auf den Zeitpunkt der Veröffentlichung dies in Beitrags. Before a taco, poop or eggplant dumpling found its way to your phone, a group of people on the board voted on it. The world's emojis are the responsibility of Unicode, a nonprofit group founded in the early 90s with the goal of ensuring that all the characters in the world can be represented on computers. It actually started, like a lot of things, because the alternative was so painful. Mark David, founder and CEO of Unicode, tells Fast Company. When we started, different countries and companies had their own text representation system and these systems were incredibly painful to read and support. We came up with a mechanism to support all languages at once. This means that the characters look a little similar on iPhone, Mac, Windows PC, Android phone and Chromebook, and all these devices can understand each other. Many of us don't think about it, but it's exceptionally important. In the decade that followed Unicode's platform, computers switched to Unicode, which became even more necessary due to the rise of the Internet. Most of Unicode's agglomerations today are collecting information about the world's languages and writing systems and figuring out how to display them on computers. Emojis are only a small part of it. We added emoji because you have to use it internally with Japanese systems in the first place, says David. Of course, now emojis have grown so much more. From football to jack-o-lantern, every new emoji starts with a simple feed. Basically, people make suggestions and there is a subcommittee set up just to look at the proposals that people make, David says. The subcommittee meets by phone every week and discusses not so much whether the world really needs a specific new emoji, but whether that emoji meets the group's standards. There are several reasons why an emoji can get an axe at this point. For example, Unicode does not accept emoticons that represent any brand. If a bottle of Coke or a pint of Guinness were delivered, they'd be abandoned here. However, generic-looking soda or beer may make the cut. Proposals shall be submitted by the Subcommittee before they are brought before the Technical Committee, which meets quarterly. The Group shall take into account factors such as: emoticon is used by a large number of people and is essential for the language of emoticons. For example, is the cat symbol vital to the emoji vocabulary, or would the dog work for both animals? Those deemed feasible shall be added to the list of candidates. At this point in November each year, we take all the candidates we receive and prioritize them and come up with a list of what will be added to Unicode in June next year, David says. The people making the final decision are members of Unicode, typically representatives of larger companies and governments. Since Unicode is much more than about emoticons, voting members are deeply concerned and involved in the internationalisation of software. The final decisions will be made in the Boardroom, which has about 20–40 people. Unicode currently supports more than 128,000 characters covering all modern languages and some historical languages. Unicode does not only handle characters such as the letter R or a picture of the heart. It is also responsible for maintaining the infrastructure that your phone or laptop uses to read these languages. When you check a date or time on your smartphone, for example, you can read it partly thanks to software developed by Unicode. Our main goal is to ensure that all the characters in the world can be represented on computers, david says. It's a huge job – and Unicode could use your help. Unicode has a program called Adopt a Character, which allows people to donate money to develop additional resources for fiscally disadvantaged languages such as Egyptian hieroglyphs and Mayan scripts, both of which were supported by donations. If you look at the languages of the world, there are literally thousands of modern languages, but many languages are certainly not well supported on computers, david says. Nowadays, it is really important for people to be able to use their own language on mobile phones and other computer devices. ... We do a lot of work to support languages around the world and we are pleased with anyone's contribution to it. Last updated 4.12.2020 We all need constructive feedback. We want to know not only what we are doing well, but also what we could do better. However, giving and getting constructive feedback is not just a good feeling. In the workplace, it is an essential part of how companies grow. Let's take a closer look. Why constructive feedback is critical Feedback culture benefits the individuals of the team and the team itself. Constructive feedback has the following effects: Build employees' skills Think about when you last made a mistake. Did you come away from the feeling that you were being attacked – a key sign of destructive feedback - or did you feel you had learned something new? Every time a team member learns they become more valuable to business. The range of their tasks is growing. Over time, they make fewer mistakes, require less control and are more willing to ask for help. Boosts Employee Loyalty Constructive feedback is a two-way street. Employees want to get it, but they also want the feedback they give to be taken seriously. If employees see their constructive feedback ignored, they may consider it so that they are not a valued part of the team. Nine out of 10 employees say they are more likely to stick to a company that takes their feedback and acts on it. Strengthens team bonds without trust, teams can't function. Constructive feedback builds trust because it shows that the feedback provider cares about the recipient's success. However, for constructive feedback to work its magic, both sides must embrace good intentions. Those who have given feedback must genuinely want to help, and those who receive it must assume that the aim is to build them rather than dismantle them. Promote mentoring There is nothing wrong with individual constructive feedback. But when it really matters, when it's repeated – constant, constructive feedback is the bread and butter of mentoring. Be the change you want to see on your team. Give constructive feedback frequently and authentically, and others will naturally start to see you as a mentor. Obviously, constructive feedback is something that most teams could use more. But how do you give it to me? Giving constructive feedback It is difficult to provide constructive feedback. If you're wrong, your message could belong to deaf ears. If you do it really wrong, you can sow distrust or create tension for the whole team. Here are ways to give constructive feedback correctly: 1. Listen first Often as a mistake you will see a decision that someone has made for a good reason. Listening is the key to effective communication. Try to understand: how did the other person arrive at his or her choice or activity? You could say, Help me understand your thought process. What made you take that step? What's your point of view? 2. Lead with compliments At school, you may have heard it call it the sandwich method: Before (and ideally after) give difficult feedback, share the compliment. This sends a message to the recipient that you appreciate their work. You could say, Great design. Can we see it in a different font? That's good thinking. Why don't we try this? 3. Talk to a wider team Sometimes constructive feedback is best given indirectly. If your comment could benefit other team members, or if the person you're actually talking to might misunderstand it, try giving feedback in a group environment. You could say, let's think about this together. I want everyone to see... 4. Ask how you can help when you are on the team, you are Together. When a mistake occurs, you need to understand that everyone – not just its inventor – has a role to play in fixing it. Give constructive feedback in a way that recognizes this dynamic. You could say, How can I support you? How can I make your life easier? Is there anything better I can do? 5. Giving examples In order to be useful, constructive feedback must be concrete. Illustrate your advice by pointing to the ideal. What should the end result look like? Who has the process as a pat? You could say: I wanted to show you... This is what I'd like you to look like. This is a perfect example. My ideal is... 6. Be empathetic Even if you trust the team, mistakes can be embarrassing. Lessons can be hard to swallow. Constructive feedback is more likely to be taken seriously when accompanied by empathy. You could say, I know it's hard to hear. Yes, I understand. I'm sorry, but I can't. 7. Smile Management consultants such as Credera teach that communication is a combination of content, delivery and presentation. When giving constructive feedback, make sure your body language is as positive as your message. Your smile is one of your best tools for constructive feedback on how to connect. 8. Be thankful When you are frustrated by the error, it can be difficult to see the silver lining. But you don't have to look so hard. Every constructive feedback session is an opportunity for the team to get better and closer. You could say, I'm glad you brought this up. We all learned an important lesson. I love healing as a team. 9. Avoid accusations Giving hard feedback without losing your coolness is one of the hardest parts to work with others. Great managers and project managers get angry about the mistake, not the person who did it. You could say, We all make mistakes. I know you did your best. I'm not going to hold it against you. 10. Take responsibility Most often mistakes are made due to misunderstandings Identify your role in them. Could you have been clearer in your direction of travel? Did you set someone else up for success? You could say, I should have... Next time I... 11. Time it Right Constructive feedback should not get people on guard. Don't give it to me when everyone's packing to leave work. Don't interrupt a good lunch conversation. If in doubt, ask the person you are 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 name When you hear your name, your ears will naturally be filled. Use it to give constructive feedback. Just remember that constructive feedback should be personal, not personal. You could say, Bob, I wanted to talk to you... It makes sense, Jesse? 13. Suggest, do not order When giving constructive feedback, it is important that you are not a resistance driver. Providing feedback identifies that the person who made the error had a choice – and when the situation reappears, they can choose differently. You could say: Next time I suggest... Here's what to try. Are you in on it? 14. Be short Also, when empathetically given, getting constructive feedback can be uncomfortable. Get your message through, make sure you don't have a grudge, and move on. One exception? If feedback is not understood, make it clear that you have plenty of time for questions. Rushing open debate is disrespectful and discouraging. 15. Follow-up Not all lessons will be learned immediately. Once you've given your team member constructive feedback, follow it up via email. Make sure that you are as respectful and helpful in your written feedback as you are in your oral communication. You could say: I wanted to recap... Thank you for talking to me... Did it make sense? 16. Expect improvement Although you should always give constructive feedback in a supportive way, you should also expect it to be implemented. If it's a long-term problem, set milestones. By what date do you want to see what kind of improvement you want? How do you measure this improvement? You could say: I'd like to see you... Let's go back inside... I expect you to... Let's make a dent in it... 17. Give another opportunity To provide feedback, no matter how constructive, is a waste of time if you do not offer the opportunity to implement it. Don't specify a gotcha moment, but tap the recipient of the feedback the next time a similar task appears. You could say, I know you'll rock next time. I'd like to see you try again. Let's try it again. Final thoughts Constructive feedback is not easy to nut bite. If you don't give it well, maybe it's time to get it. Never be afraid to ask. More about constructive feedbackFeatured photo credit: Christina @ wocintechchat.com via unsplash.com unsplash.com

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