



How to Give Constructive Feedback



Feedback

Be genuine, thematic and meaningful



5 WORD REVIEW

2-3 Positive, 2-3 Negative words from a co-worker, team member or manager



Feed forward

Trades judgement on the past for optimism for the future.

Many experiences and ideas that can lead to improvement.

Things you can take action on: the future is not set.



Praise

People look forward to praise, while often dreading criticism.

Effective praise, will tap into the motivation and drive of your team

1-2-1s

Taking time before your one to ones to consider the best way to go over the feedback can really boost your effectiveness

Listen carefully to what they bring to the meeting before diving into your feedback