

GIVING FEEDBACK

Strengthening one's skillset using two practical tools

Outcomes:

Explore the barriers to feedback

Ground learnings in research and best practices

Learn and practice the tool with a peer

Overview

No one likes giving constructive feedback but with this easy 5-step process any conflict averse person can prepare and deliver feedback in a way that will actually change behavior. This is an experiential workshop and managers will use real situations they are dealing with.



Primary Components

Advocacy vs. Inquiry: How to shift behavior change using the psychology of tell vs. ask and listening approaches

Skill Development: Use a template to prepare feedback, both positive and constructive examples

Practice: Team up with a partner to practice the approach with a commitment to use the tool within the next week with a team member