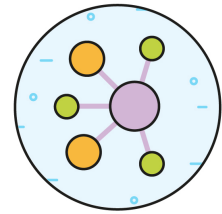




Improvview

5@5



We wanted to have some fun, share some stuff and create interest in personal growth. Once a month, we at Improvview limited will be creating a simple and easy to use prompt sheet that will give 5 hints on a given development topic that can take 5 minutes to do, hence 5@5... We do this because we believe, in the first instance on a developmental change journey by keeping things simple, allows easy application, and therefore the start of creating good and lasting habits.

This month's topic is "Giving Effective Feedback"

Tip 1: Make sure your intent as a feedback giver is to HELP the person you are offering feedback to. If it is to have a moan or put someone down this is NOT feedback.

Tip 2: Make sure that the feedback you are giving has been observed by YOU. 2nd hand feedback can lead to disagreements.

Tip 3: Make sure the feedback is based on FACTS and not opinions or feelings. Start the feedback with, I saw, I heard, of as you can see from this e-mail/letter etc.

Tip 4: Ask the feedback receiver what they think the IMPACT of their actions were, this starts transfer of the ownership of development to them.

Tip 5: Ask the feedback receiver what they would do differently, more of, if they faced that situation again, they will then be more motivated to take action.

Want to know more about how Improvview Ltd can help with this topic or more learning and development support then please contact us at neil@improvview.co.uk

