

How to Give Meaningful Feedback

Why it Matters



Feedback is about growth, development, how to be more efficient or productive and maybe even happier.

Why Feedback Can Go Wrong



When giving feedback, it's not **WHAT** you say; people get defensive because of **WHY** they think you're saying it



90% of millennials WANT feedback when done right

30% more engaged workers when managers give feedback

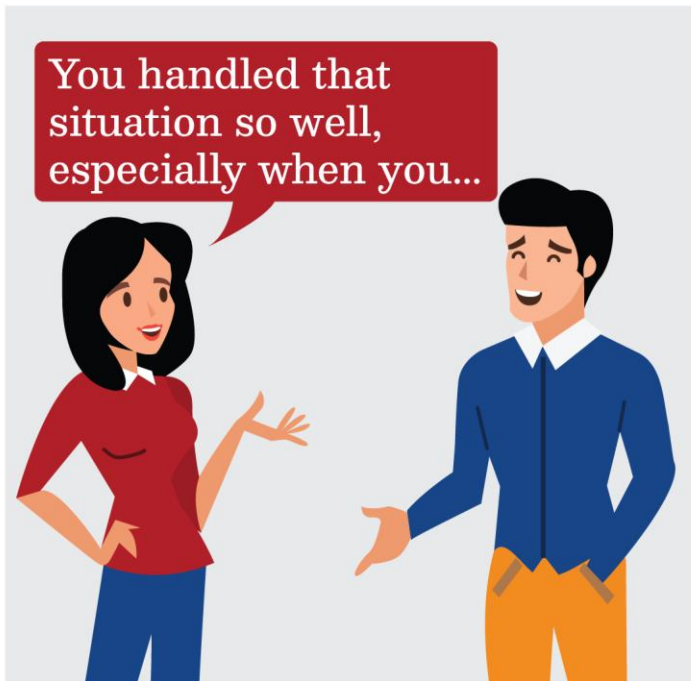


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Feedback Can Be Positive

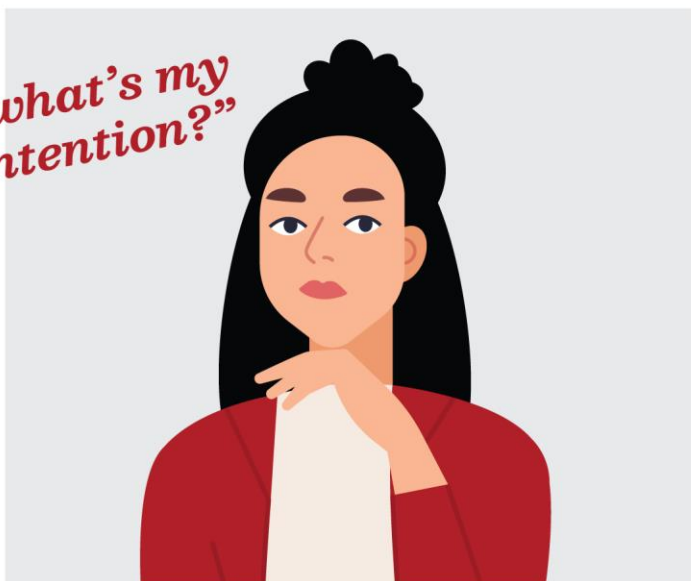


MAKE IT MEANINGFUL

Give genuine recognition as part of feedback

- Make the feedback about the process
- what did they do - not about the person
- **92%** of employees agree when they are recognized for a specific action, they are more likely to take that action again in the future!

“what’s my intention?”



READY TO GIVE FEEDBACK? START HERE

Ask yourself: What's my motive for this feedback?

- Start with a clear intention that is focused on the person's growth, not just the task
- Choose to listen with the intention to make that person feel bigger, not smaller