

Feedback isn't a performance — it's a conversation.

When done well, feedback fuels growth, builds trust, and strengthens teams.

- **1.** Make It Safe, Not Scary
- Create an environment where feedback is expected, not feared.
- Keep the focus on behaviours and outcomes not personalities.
- Start with curiosity, not criticism.

"Feedback works best when it's a gift, not a blow."

③ 2. Be Clear and Kind

Be specific — avoid vague phrases like "do better."

Oive examples and explain the impact.

* Balance honesty with empathy.

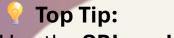
"Kindness isn't soft — it makes the truth land better."

🚀 3. Turn Feedback Into Action

- Make it timely don't wait for annual reviews.
- S End with next steps, not just observations.
- 🔁 Invite feedback back make it two-way.

"The goal of feedback isn't judgement — it's progress."





Use the **SBI model**: **Situation – Behaviour – Impact**

"In yesterday's meeting (Situation), when you jumped in quickly (Behaviour), it made it hard for others to share ideas (Impact)."

Try This Activity:

Pick one colleague and give them one piece of clear, kind feedback this week.

Then ask for some in return. Growth is mutual.

