

# Introduction to Feedback

Feedback is a crucial part of personal and professional growth. It provides valuable insights that can help us improve our skills, behaviors, and performance. This presentation explores the different types of feedback and their importance in fostering development and success.



# Positive Feedback

**1**

## Encouragement

Positive feedback acknowledges our strengths and successes, successes, providing encouragement to continue on a productive productive path.

**2**

## Motivation

Receiving praise and recognition motivates us to maintain or even exceed our current level of performance.

**3**

## Confidence

Positive feedback boosts our self-confidence, empowering us to take on new challenges and opportunities.





# Negative Feedback

## Constructive Criticism

Negative feedback, when delivered constructively, can highlight areas for improvement and guide us towards better performance.

## Opportunity for Growth

Acknowledging our weaknesses and mistakes allows us to identify opportunities for personal and professional growth.

## Accountability

Negative feedback holds us accountable for our actions, encouraging us to take responsibility and make positive changes.



# Constructive Feedback

## Specific

Constructive feedback is focused on specific behaviors or actions, rather than broad generalizations.

## Actionable

It provides clear, actionable steps for improvement, rather than just criticism.

## Balanced

Constructive feedback balances positive and negative elements, highlighting both strengths and areas for development.



# Peer Feedback

1

## Perspective

Peer feedback offers a unique perspective, as it comes from those who work closely with us and understand our day-to-day challenges.

2

## Collaboration

Exchanging feedback with peers fosters a collaborative environment, where everyone is invested in each other's growth and success.

3

## Mutual Understanding

Peer feedback helps build mutual understanding and strengthen relationships within a team or organization.



# Manager Feedback



## Formal

Manager feedback is often delivered through formal performance reviews and appraisals.



## Guidance

Managers provide feedback to guide employees toward achieving organizational goals and personal development.



## Growth-Oriented

Manager feedback aims to help employees recognize their strengths and identify areas for improvement.



# Self-Reflection Feedback

1

## Awareness

Self-reflection allows us to gain a deeper understanding of our own strengths, weaknesses, and areas for improvement.

2

## Objectivity

By stepping back and evaluating our own performance, we can provide unbiased and honest feedback to ourselves.

3

## Accountability

Self-reflection feedback holds us accountable for our actions and decisions, enabling personal growth and development.



# Feedforward Feedback

## Future-Oriented

Feedforward feedback focuses on the future, providing suggestions and ideas for improvement rather than dwelling on the past.

## Collaborative

Feedforward feedback encourages a collaborative approach, where the receiver and giver work together to identify solutions.

## Opportunity-Driven

Feedforward feedback highlights opportunities for growth and development, empowering individuals to reach their full potential.



## Feedback Frameworks

### **STAR (Situation, Task, Action, Result)**

A structured framework for providing feedback that focuses on specific situations, actions taken, and the resulting outcomes.

### **GROW (Goal, Reality, Options, Way Forward)**

A coaching-focused framework that helps individuals set goals, assess their current reality, explore options, and create a plan for moving forward.

1

2

3

### **SBI (Situation, Behavior, Impact)**

A framework that emphasizes describing the situation, the observed behavior, and the impact it had on the individual or team.



# Conclusion and Key Takeaways

**1**

## **Embrace Feedback**

Feedback, when delivered and received effectively, is a valuable tool for personal and professional development.

**2**

## **Seek Different Perspectives**

Actively seek feedback from various sources, including peers, managers, and through self-reflection, to gain a well-rounded understanding.

**3**

## **Apply Feedback Frameworks**

Utilize structured feedback frameworks to provide and receive feedback in a constructive and impactful way.