**1st OFFER**

**Essence of Giving Feedback in business**

Feedback as ordinary as it might sound is one of the fundamental pillars behind every successful business organisation. For better understanding, the concept ‘feedback’ could be referred to as the priceless information or critique one gets a check towards improvement in behaviour and to better handle a future situation, it is helps in making better decisions for better results. As a business manager, one of the best ways to treat your employee(s) is giving them an honest feedback, here, I mean giving feedbacks that are genuine whether positive or vice-versa as it helps them a great deal in terms of engaging them, motivating them, helping them become better, these are ways that could help you achieve greater performance in the workplace through them.

Amongst the myriads of importance of giving effective feedback, let’s consider the fact that it leads to greater performance in the workplace. As a business manager, your actions and inactions should always be towards achieving competency in the work place. Here, I mean you should always ensure great performance on your part and the part of your employees. You would agree with me that it is the fuel that powers the progress of any success-driven organisation. Achieving greater performance in the work place leads to achieving goals and meeting targets. This can be achieved by giving appropriate feedback and this is why once again I will stress the value of effective feedback.

Effective feedback is one of the major reasons a lot of companies have developed rapidly and even beat their competitors in the market. Do you know why?

Getting feedback from clients and giving feedbacks to employees helped them to improve on their strengths and work on their weaknesses. Trust me, that is exactly what your company needs.

**2nd Offer**

**Tips on How to Give Effective Feedback in Business**

Having emphasized on the importance of feedback in the previous post, I believe by you see why you need to adopt that attitude of giving and expecting feedback if you want your business to strive. Despite feedbacks having its impact on any given organisation, going about it in the wrong way tends to have negative consequences as far as the progress of your organisation is concerned. Feedbacks that have been communicated in the wrong have led to disastrous effect for organisations while the ones that have been communicated effectively have in turn had positive effects.

In this article, I will be giving you the necessary tips on how to give effective feedback in your business. Carefully go through the following tips to help you give great feedback

* Timing- One of the most important means of giving feedback is giving it at the right time. If there is any need to give feedbacks to your clients or employee(s), always make sure it is right in time, I mean that particular time the feedback would be valuable and not some other time which would render the feedback less effective. For instance, if there is any need to scold an employee for an action, do it that moment and not any other time.
* **One on One**- Always have a one on one discussion with whom you want to give a feedback, especially when it involves your employee(s), never criticise an employee in public, keep it private as it will be easier for them to connect with the situation on ground rather than making them feel bad in public
* **Let your Feedback be tied to an action**- In giving feedback, always make sure that every feedback is tied to an action as this will jeer such person to improving and performing a better action next time.
* **Avoid being biased**- As much as feedback is very important, you can’t afford to be biased in passing your message, remember, you are criticising behaviour/performance and not a personality.
* **Use Positive Languages**- In giving feedbacks, always ensure you use the right words/languages. This is also very important as you could be misunderstood which might thereby lead to grasping a wrong message. Find a way to construct your statement in a way the other party would reason along with your thoughts. Try as much as possible to avoid discouraging and abusive languages.