

# Thursday's Pete's Lecture

25/09/25

Vladyslav Sharapov

C00325055

## Feedback

### Definition

Are the information people receiving about their performance, conveys and evaluation

### 7 Points of good feedback

- **Use PIP method – Need to be actionable**
  - **Positive Improvement Positive**
  - **Establish good attitude**
  - **Outline our desired improvement**
  - **Super-Size our sandwich**
- **Recommendations**
- **Don't make assumptions**

### Sandwich

1. **Positive comments**
  2. **Give Praise**
  3. **Compliments**
  4. **Give the criticism**
- **Give specific advice about any action points or changes you require**
  - **Use “I” rather than “you” it shows control without being**

### Problem with the sandwich

- **Compliments are often throwing away generic remarks**
- **Less time spent on meat**
- **Misinterpreted by some as positive feedback**
- **Good:Bad**
- **2:1**

### **Focus on the situation**

- **Not The person**
- **Avoid personal attack**
- **Describe the results rather than Individual's actions**
- **Never mention bad character traits**
- **Use the passive voice**

### **Be specific**

- **Don' be vague**
- **Don't be generic**
- **Don't be subjective**
- **Do mention specifics**
- **Do break it into key points**
- **Do use examples**

### **Comment on thing which can be actioned upon**

- **Focus on what ca the can do**
- **Focus on things they control**
- **Be aware of immovable objects & unstoppable forces**

### **Give recommendations how to improve**

- **Be specific**
- **Explain the rationale**
- **Be supportive**

### **Avoid General feedback**

- **Positive**
  - **No better than "good dog"**
  - **No change**
- **Negative**
  - **No better than "bad dog"**
  - **Change what?**

### **Timely**

- **Don't wait till December to make annual review**
- **Recent past / clear memory**
- **Little and often**

- **Informal setting**
  - **Be ready**
  - **Opportunity knocks**
  - **Discrete**

### **Don't make assumptions**

- **About the domain**
- **About the person**
- **About your importance**
- **Their**
  - **Reaction**
  - **Involvement**
  - **Commitment**

### **Reaction to – feedback**

- **Problem solving**
- **Improvement**
- **Retaliation**
- **Exit**
- **Neglect**

### **Getting Constructive Criticism**

- **Stop your first reaction**
- **Pause for a second**
- **Don't make a face**
- **Don't sign**
- **Remember the benefits of getting feedback**
  - **Improve your skills**
  - **Increase your worth**
- **Listen**
- **Understand**
- **Try to see their viewpoint**
- **Assume the best intention**
- **Don't question or rebuff**

- **Say “Thank You”**
- **Realise how hard it is to give honest feedback**
- **Say “Thank Your” properly and mean it**
- **Ask questions**
- **Fully understand problem**
- **Seek specific examples**
- **Recognise solutions**

### **Getting Constructive Criticism 2**

- **Follow up if needed**
- **Check for positive change**
- **Recognise repeating pattern**
- **Seek Training**
- **Seek help**

### **Seeking Feedback**

- **Other opinion**
- **Affirmation**
- **Desire to git gud**
- **Lack of self confidence**
- **Another opinion**

### **Desperately Seeking Feedback**

- **Small volume**
- **Self-contained**
- **Minimise their workload**
- **Code review???**

