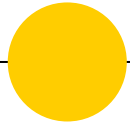
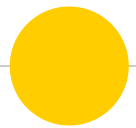


Giving effective feedback





Introduction



What do you think feedback is?



Why feedback?

- Strengthen somebody's confidence
- Improve their effectiveness
- Improve how we work together



Why feedback?

- Strengthen somebody's confidence
- Improve their effectiveness
- Improve how we work together

If you're not doing these things, you're not being effective



Kinds of feedback

- Weekly feedback in a team



Kinds of feedback

- Weekly feedback in a team
- Daily feedback in a pair



Kinds of feedback

- Weekly feedback in a team
- Daily feedback in a pair
- Feedback based on a specific event



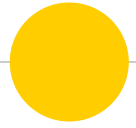
Kinds of feedback

- Weekly feedback in a team
- Daily feedback in a pair
- Feedback based on a specific event
- Retrospectives



Kinds of feedback

- Weekly feedback in a team
- Daily feedback in a pair
- Feedback based on a specific event
- Retrospectives
- **Requested feedback**



Giving feedback

Regardless of what we discover, we understand and truly believe that everyone did the best job they could, given what they knew at the time, their skills and abilities, the resources available, and the situation at hand.

- Norm Kerth



“

A vertical grey line extends from the bottom of the yellow circle to the bottom edge of the slide.



Get prepared!

- Take your time to prepare your feedback



Get prepared!

- Take your time to prepare your feedback
- Understand the areas of growth/improvement in which
- the person is seeking feedback



Get prepared!

- Take your time to prepare your feedback
- Understand the areas of growth/improvement in which the person is seeking feedback
- Think about other areas in which you can give feedback



Get prepared!

- Take your time to prepare your feedback
- Understand the areas of growth/improvement in which the person is seeking feedback
- Think about other areas in which you can give feedback
- Fix a place and time to give feedback



Some tips

- Be specific, use examples



Some tips

- Be specific, use examples
- Actionable



Some tips

- Be specific, use examples
- Actionable
- Zero aggressivity



Some tips

- Be specific, use examples
- Actionable
- Zero aggressivity
- Make suggestions and recommendations on possible solutions