**Global Performance Management**

**Benefits of Feedback**

Providing feedback offers many benefits. When given sincerely, with the intent to help someone develop, it can yield great results.  Feedback can make a difference to employees. Feedback is a gift that provides employees with information about their perceived behavior or performance.

**Benefits of feedback:**

* Providing feedback can improve employee morale and reduce confusion regarding expectations and current performance.
* Feedback will help employees and managers identify and improve strengths while also identifying opportunities for development.
* Feedback will be a critical component of an employee’s ability to continue to develop for their current position and future positions within the company.
* Employees and managers will recognize and appreciate the contribution they bring to their role. This builds their confidence that they are valued as a team member.
* With greater confidence, employees do more; they take new risks and they stretch themselves; they share their skills; they prepare themselves for new roles; for bigger career steps, etc.
* Feedback helps improve job performance while promoting professional and personal growth in employees.
* Through feedback, employees will perform at a higher level and increase their effectiveness and engagement.

**Employee’s Responsibility:**

* All employees are encouraged to have at least one type of feedback annually.
* If you are not receiving feedback about your performance, it is your responsibility to request it.

**Manager’s Responsibility:**

* Managers are encouraged to give regular feedback to their employees.
* Managers should support and encourage their employees to participate in at least one type of formal feedback process annually.
* Managers should work with their employees to modify their development action plan as appropriate.

*“All employees, whether managers or professionals, benefit from knowing what behaviors and actions are positive and energizing, and which ones are negative and debilitating!   Since this information is based on perceptions of others, employing a process which facilitates the sharing of these points of view, can be extremely helpful in changing behaviors, building trust, and improving overall individual and team performance! “*

* **James Jenkins**

Senior Vice President and

General Counsel