Women Who Code

Thanks for the feedback!

Fay Wu | Software Engineer at Stripe

Raise your hand if you've received feedback in the last two weeks

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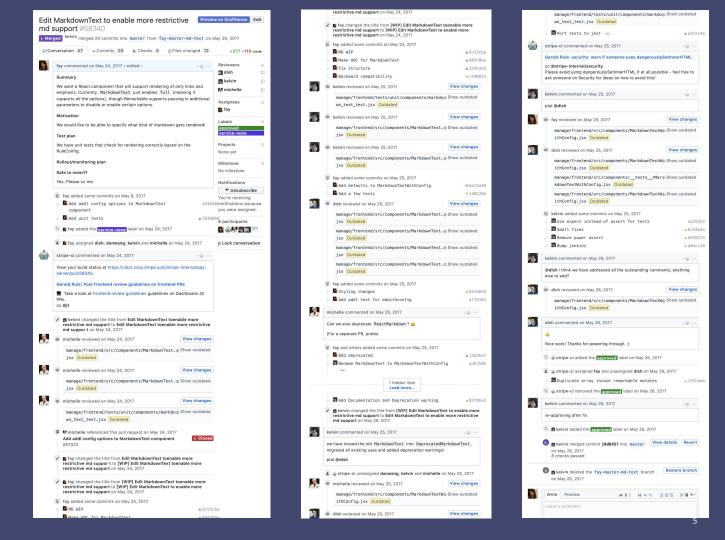
Raise your hand if you found that feedback useful

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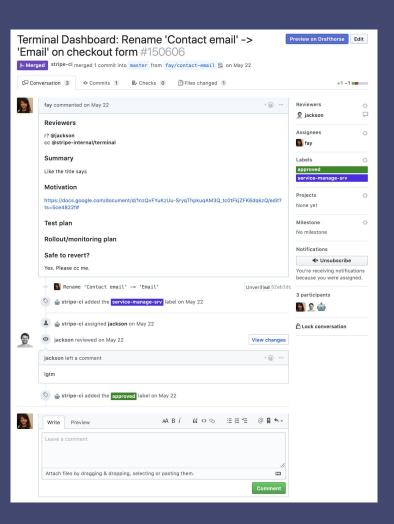
Raise your hand if you found that feedback useful

Raise your hand if you took that useful feedback and took some action on it

My story
I got tons of feedback!



And then I didn't....



Did I know everything?



7

Did I know everything?





Did I know everything?



Did I know everything?



Did I know everything?



Definitely not!

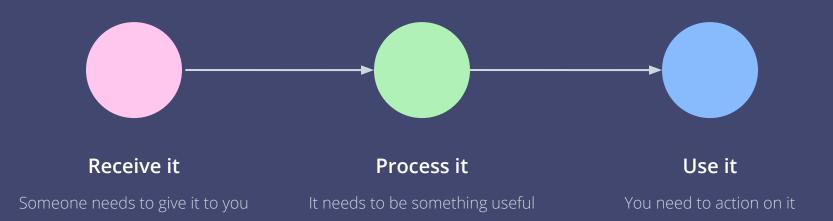
What is feedback?

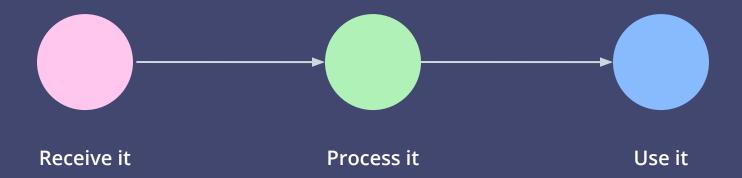
Information you get from someone else that can help you learn & grow

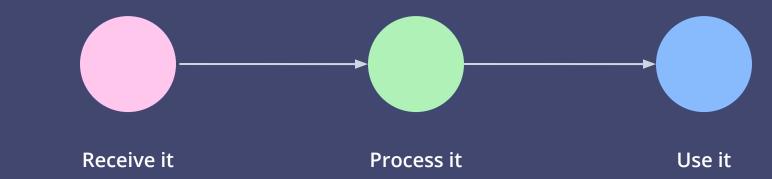
- Task based
- The agenda you set for a meeting
- A decision you made
- Your contribution to a project

- Behaviour based
- Your decision-making process
- How you led a discussion in a meeting
- How you addressed a team problem

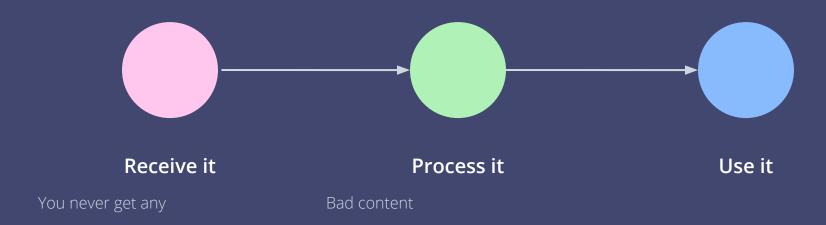
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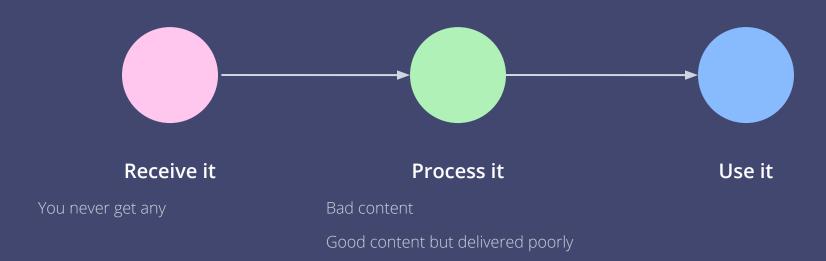


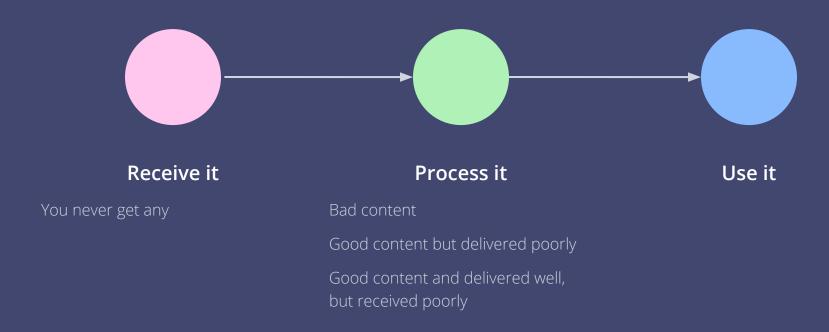




You never get any









From who?

From who?

Your project partner

From who?

Your project partner

Your teammates

From who?

Your project partner

Your teammates

From who?

Your project partner

Your teammates

Your engineering manager

From who?

Your project partner

Your teammates

From people you've helped

Your engineering manager

From who?

Your project partner

Your teammates

From people who have helped you

From people you've helped

Your engineering manager

From who?

Your project partner

Your teammates

Your mentor

From people who have helped you

From people you've helped

Your engineering manager

From who?

Your project partner

Your teammates

Your mentor

From people who have helped you

From people you've helped

Your engineering manager

Your product manager

Your mentee

From who?

Your project partner

Your teammates

Your mentor

From people who have helped you

From people you've helped

Your engineering manager

Your product manager

Your peers in your company

Your mentee

From who?

Your project partner

Your teammates

Your mentor

From people who have helped you

From people you've helped

Your engineering manager

Your product manager

Your peers in your company

Your mentee

Anyone you've worked with!

When?

one-off

regular

When?

one-off

regular

Examples

When you've made a major decision you weren't sure about

When you've had an interaction you're not sure about

When?

one-off

Examples

When you've made a major decision you weren't sure about

When you've had an interaction you're not sure about

regular

Examples

When you have teammates, manager, etc you want to develop a good long-term working relationship with

When you want to work on a specific thing or toward a specific goal

When?

The earlier the better!

How do you get started?

one-off

regular

How do you get started?

one-off

regular

Strategies

Send an email and ask to meet for coffee

Ask your manager to ask others for feedback

How do you get started?

one-off

Strategies

Send an email and ask to meet for coffee

Ask your manager to ask others for feedback

regular

Strategies

Set up regular cadences, e.g. weekly or fortnightly

Gather feedback at a project midpoint and project finish

How can you make sure the feedback you get is useful?

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- Send questions ahead of time
- Set expectations
- Give concrete questions, ask what they would do

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OPEN ENDED

What could I have done differently to improve the communication or outcome of this project?

OPEN ENDED

Did you feel you were kept up-to-date with this project (via emails, meetings, etc?)

SPECIFIC

Do you have feedback for that discussion I led where we decided upon whether or not to implement this new feature?

How can you make sure the feedback you get is useful?

Send questions ahead of time

Listen carefully and clarify, don't argue

Set expectations

Thank them graciously for the feedback - remember it is hard to *give* feedback too!

- Give concrete questions, ask what they would do
- Send a follow-up to let them know you've processed and to welcome feedback in the future

Hi,

First off I want to thank you very much for being willing to have a 1:1 personal feedback session with me and for being so open and honest. I don't take that for granted and am extremely grateful. Feedback is hard to give, especially non-positive, and I want to reinforce that I very much want to hear your feedback for me, and I want you to know that I will try my best to action upon them.

I've gone through the feedback I've collected from several people and want to give you an update on what I've concluded with.

Throughout the feedback I've received, there are some main themes:

Here are the action items I plan on taking:

And lastly: Be more open to giving feedback to others. This one I request help from you for! Please let me know if you are comfortable with me giving you feedback, and in what form.

Please let me know if you have any feedback for me in the future, especially with regards to the above!

Fay

Use it

How?

Gather all the feedback you received

✓ Evaluate it, compare it to your goals

🗸 Ask your manager for help!

Let's practice!

Pair with someone next to you and ask them for feedback

task-based

A new idea

You presented a new idea at a meeting last week and you want to ask your teammates to see what they thought of the content.

behaviour-based

Project delays

You communicated to stakeholders that your project is going to be delayed. You noticed that they were surprised and frustrated. You want to know how you could have delivered the notice better.

Troubleshooting

NO ONE IS GIVING ME ANY FEEDBACK AT ALL

Feedback can be really hard to get and often requires trust. See if you can set up some time to chat in private with this person, and reassure them that you genuinely care what they think.

I FEEL ANGRY OR SAD WHEN PEOPLE GIVE ME FEEDBACK

You're probably feeling fight-or-flight response, and that's pretty normal! Try to adjust your mindset so you separate feelings from ideas. Remember, you don't have to agree with all the feedback you receive. But if you always graciously listen, people will be more likely to share with you how they really feel.

I DON'T KNOW IF THIS IS USEFUL FEEDBACK

You can ask for advice from someone who you think excels in the areas you want to improve. This can be your manager, mentor, etc.

Any feedback for me?