**LEADERSHIP SKILL: GIVING FEEDBACK**

**MY MINDSET: What do I believe about feedback?**

What have I experienced in receiving feedback that has shaped my mindset?

What is an example of a time feedback helped you improve?

**MY MOTIVE: What is my reason for delivering this feedback?**

What self-related motivations can I identify?

How can I change my motive to one of helping someone else?

**FEEDBACK IS A WAY OF HELPING SOMEONE DO BETTER.**

A picture containing logo

Description automatically generated**MY MESSAGE: What do I need to say?**

1. State ***Graphical user interface, text, application

   Description automatically generated***what you observed.

* ***What is the person doing?***

1. Explain the impact.

* ***What about that isn’t working?***
* ***What is the desired change?***

1. Engage

* ***What is the other person’s perspective?***

*Feedback: it’s kind; it’s ongoing; it’s direct;*

*it’s timely; and, above all, it’s constructive.*

Scott Case | Founder, Upside