A close up of a mountain

Description automatically generatedFeedback Design/Practice

A screenshot of a cell phone

Description automatically generated

A picture containing clock

Description automatically generated

* Action - specific behaviour in a specific situation. *When I saw you doing…*
* Impact - On you / perceived on others. Personal / non judgemental
* *The impact on me was…*
* Desire for Change - *What I would like to see differently is…*

***A:*** *When you arrive late for meetings,* ***I:*** *You can miss the set up that frames the goals for the meeting,* ***D:*** *Could you arrive on time for future meetings?*

The worst distance between two people is misunderstanding

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| Who would you like to feedback to? |  |
| What is it that they’re doing that is adversely affecting the success of the team? |  |
| What are the specific behaviours? |  |
| What are the causes of this behaviour? |  |
| What beliefs does the individual hold which makes this behaviour more likely? |  |
| What are the impacts of this belief/behaviour? |  |
| What new beliefs/behaviours are required to make an improvement? |  |
| How can we make these beliefs/behaviours happen together? |  |
| How can I recognise the person when I catch them doing it right? |  |
| When and how will you offer this feedback? |  |