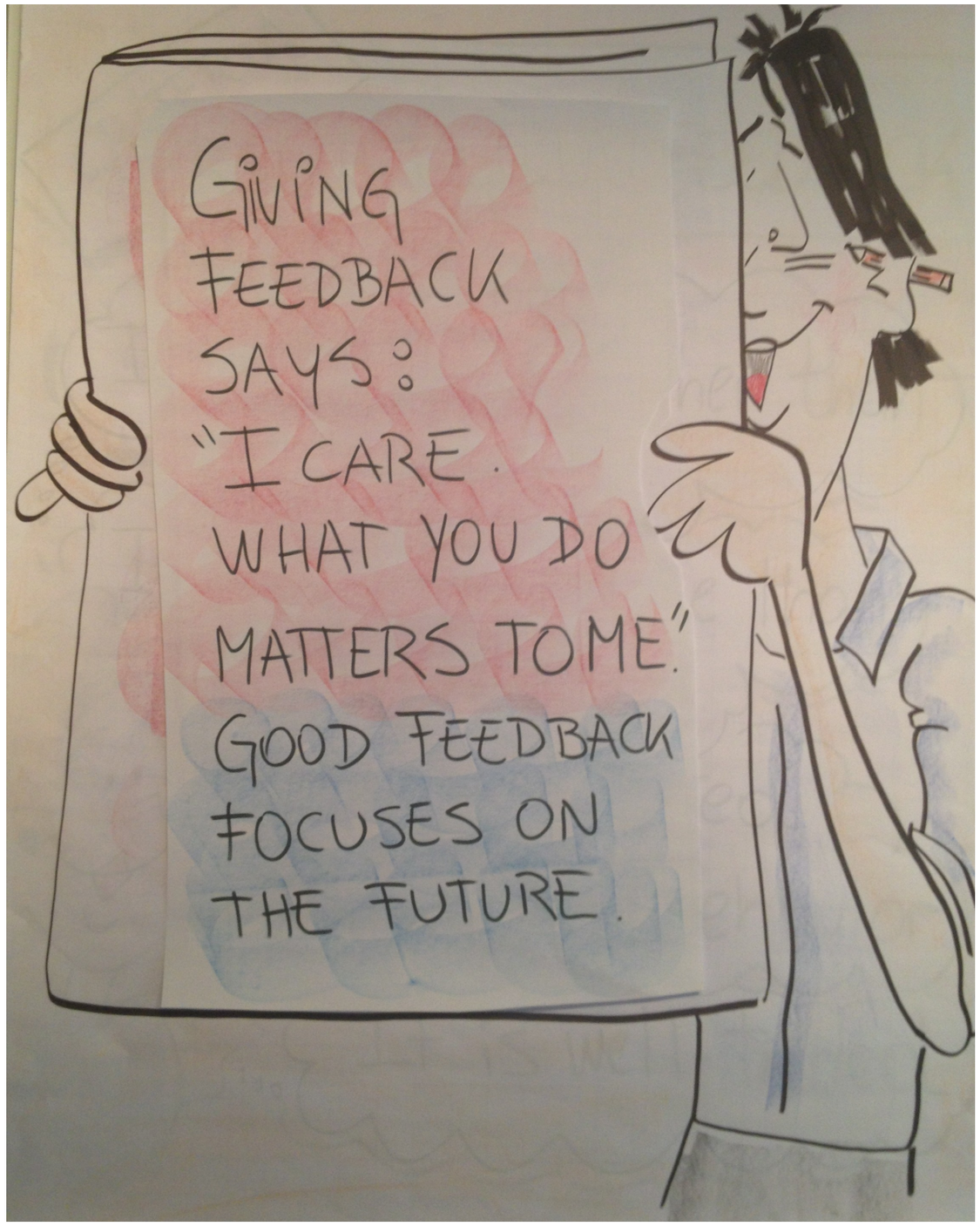
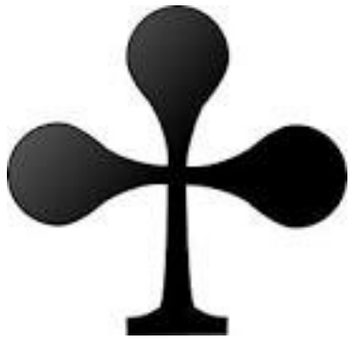


Effective Feedback

Patricia de Griese
BESIG Conference
November 15 2014

- 1 Minute: Find your tea
- 3 Minutes: Collect
- 3 Minutes: Analize
- 1 Minute: Presentation

What is feedback? Why personal feedback?



Challenges

Dos

Don’ts

Feedback giver’s ideal skills

If you are joining us online, you get to pick the category. Please contribute your ideas in the chat box.

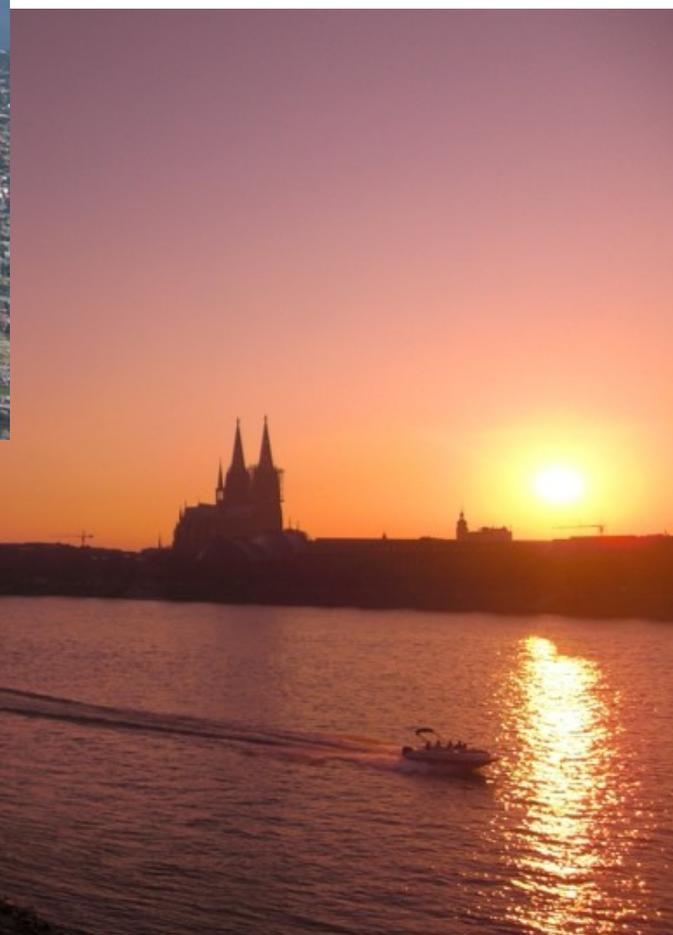
The Fundamentals of Feedback

- What is feedback?
- Why personal feedback?
- What are the challenges of giving feedback?
- When and how is best to give Feedback?
- How to receive Feedback gracefully?

English

Psychology

Accelerated Teaching and Learning



NLP Master Practitioner

Cross-Cultural Awareness

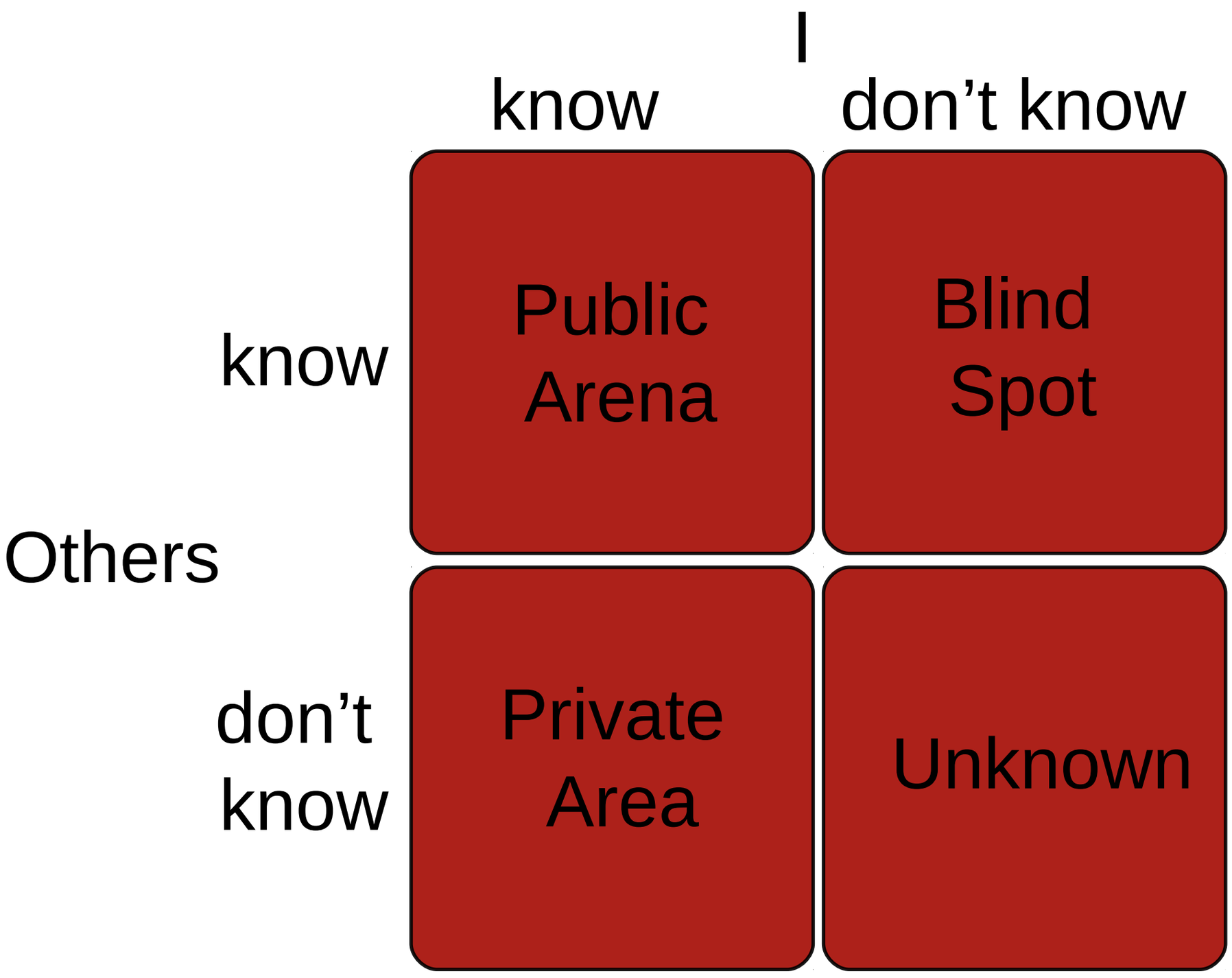
Emotional Intelligence

Systemic Coach

What is feedback?

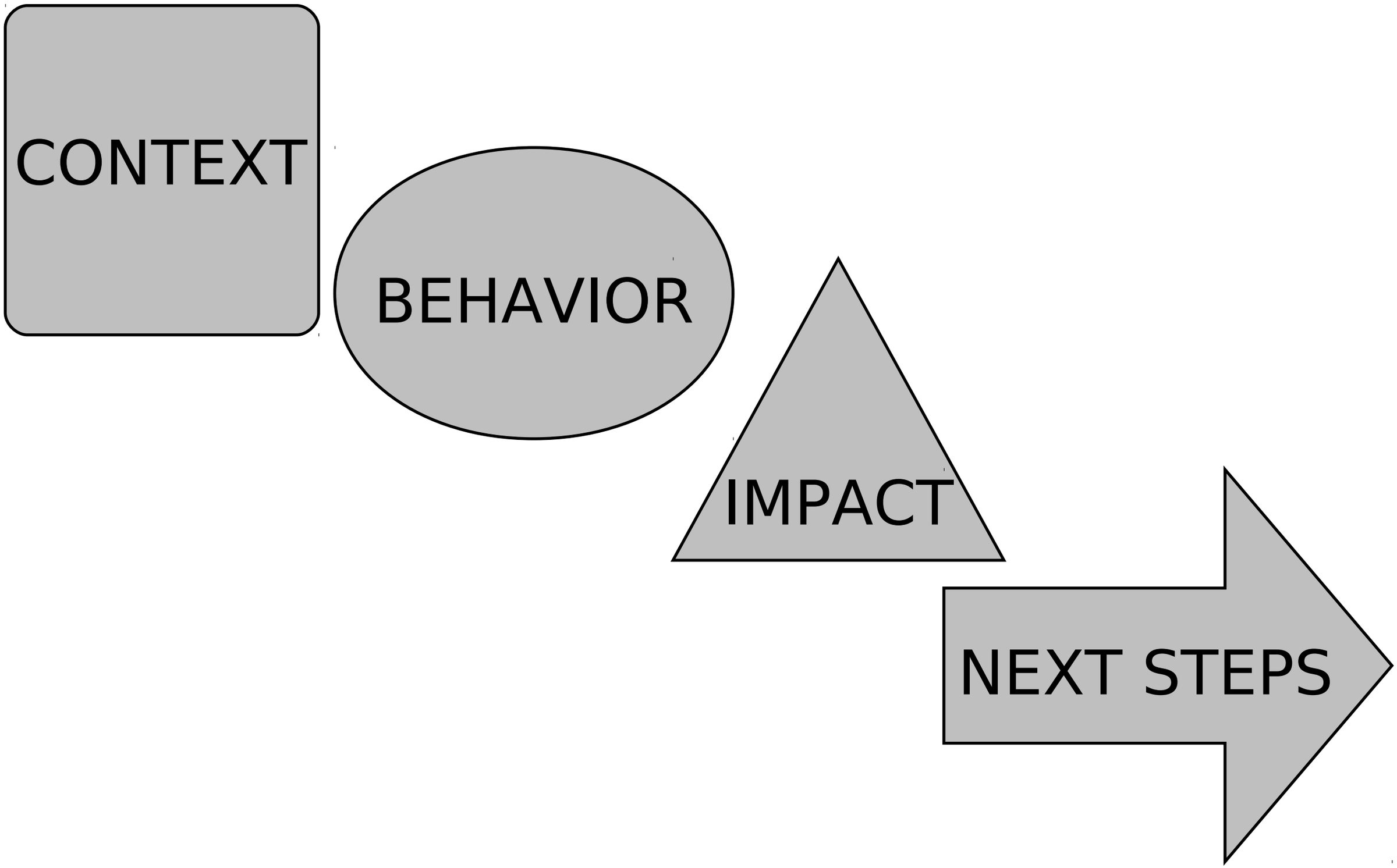
Why personal feedback?

Johari Window



Challenges

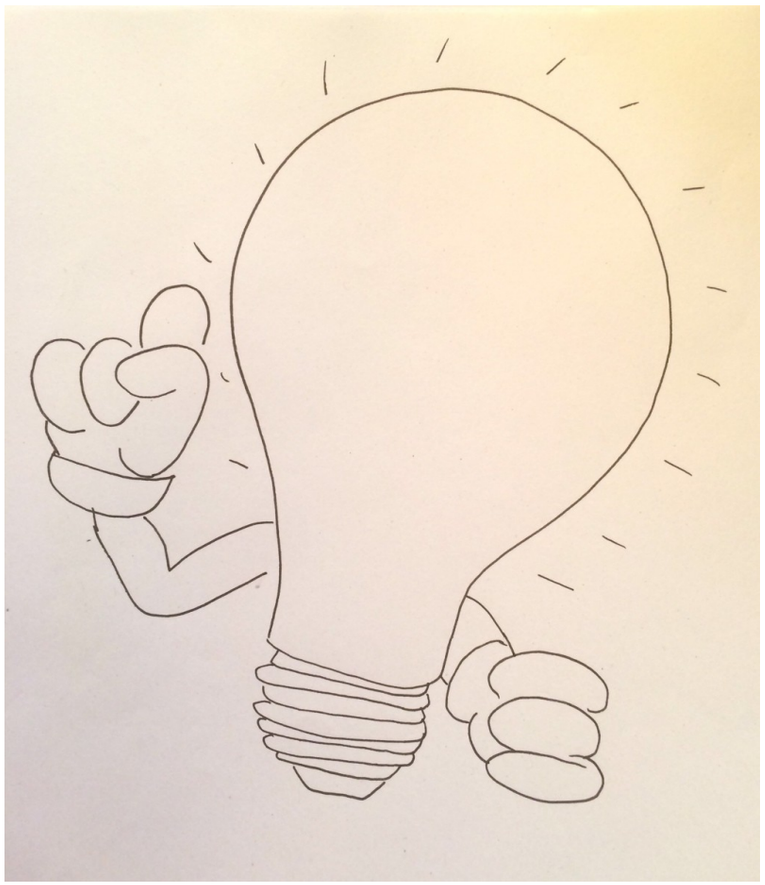
Four-Step Model



Four-Step Model

CONTEXT

Describe the situation.
Be specific.



BEHAVIOR

Describe it objectively. Avoid conclusions and judgement.

IMPACT

What were the results of this behavior?

NEXT STEPS

What should change and why?

Effective Feedback

- Immediacy
- Be specific
- Own the feedback
- Agree on the topic
- No judgement
- Balanced conversation

Questions?

Thank you!

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