

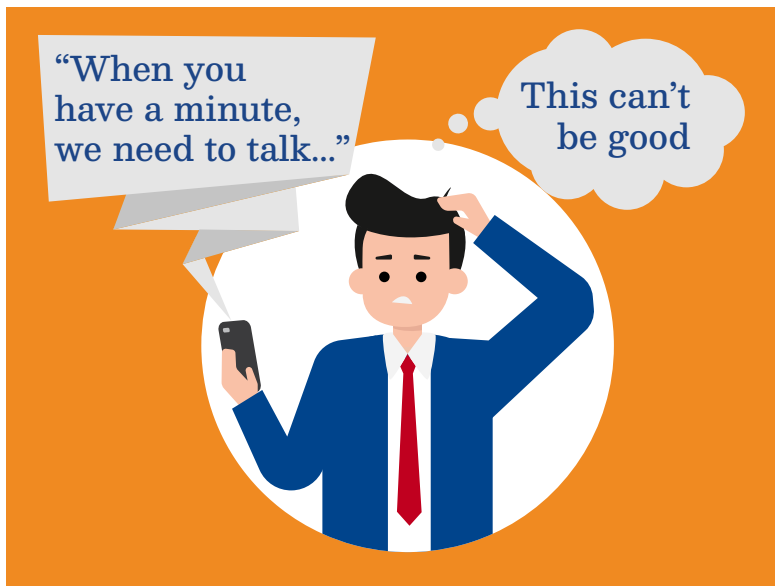


# How to Give Meaningful Feedback

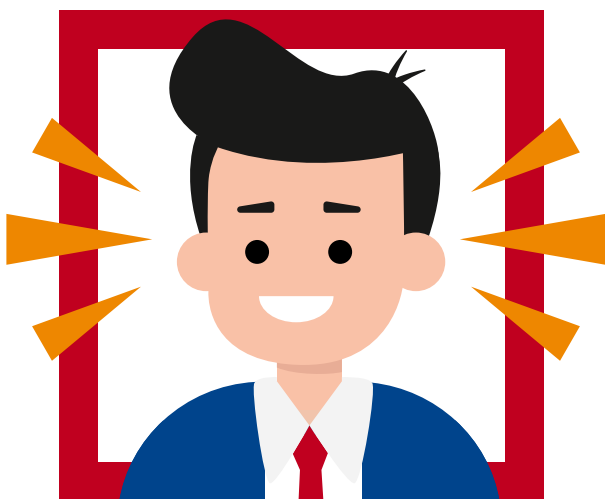
## Why it Matters

Feedback is about growth, development, how to be more efficient or productive and maybe even happier.

### Why Feedback Can Go Wrong

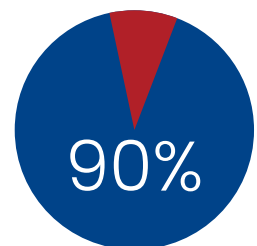


When giving feedback, it's not **WHAT** you say; people get defensive because of **WHY** they think you're saying it



**90%** of millennials WANT feedback when done right

**30%** more engaged workers when managers give feedback





# How to Give Meaningful Feedback

## Why it Matters

### Feedback Can Be Positive

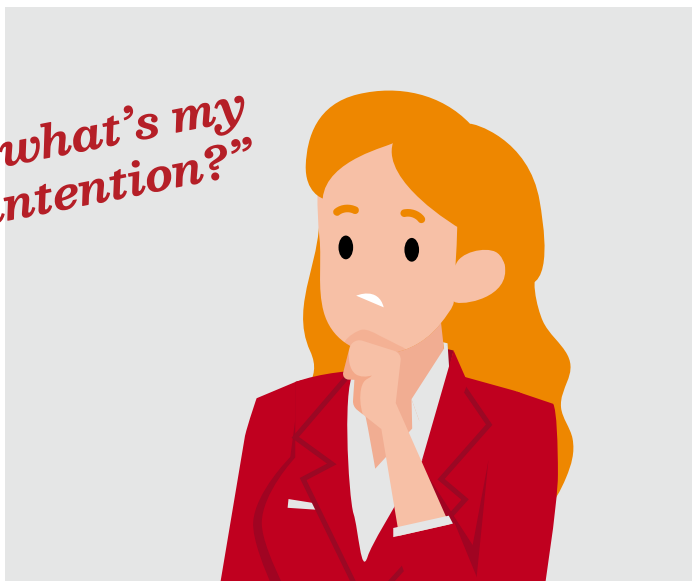


**MAKE IT  
MEANINGFUL**

**Give genuine recognition  
as part of feedback**

- Make the feedback about the process
- what did they do - not about the person
- **92%** of employees agree when they are recognized for a specific action, they are more likely to take that action again in the future!

*“what’s my  
intention?”*



**READY TO GIVE  
FEEDBACK?  
START HERE**

**Ask yourself: What's my  
motive for this feedback?**

- Start with a clear intention that is focused on the person's growth, not just the task
- Choose to listen with the intention to make that person feel bigger, not smaller