

Employee Feedback is HIP



Humble & Helpful

Deliver your feedback as an opportunity for growth. Encourage dialog and even push-back. Listen for understanding and perspective. You don't have to have all the answers.

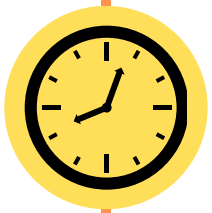


Ask yourself:

Am I listening to reply or to understand?

Is there more than what is seen?

How can I better support my employee through this hurdle?



Immediate & In-Person

Be timely with feedback. Be specific. Provide an opportunity for immediate improvement. Adjust your body language to convey encouragement and support.



Ask yourself:

Is my mention of the incident too late to be effective?

What is my body language conveying?

What is my employee's body language conveying?



Public/ Private & Not Personal

Praise in public, criticize in private. Feedback is about the work, not the person. Be kind and clear in your conversation. Avoid criticizing or praising attributes. Focus on specifics.



Ask yourself:

Am I looking for opportunities for public praise?

Am I publicly criticizing employees?

Am I giving feedback focused on the work or the person?