



# THE GOLDEN FEEDBACK LOOP

## Feedback

- Provide feedback continually throughout the process, both formally and Informally.
- This allows for growth and instruction.

## Plan/Goals

- Planning is primarily employee-driven, you should be listening and taking notes.
- Be sure to review SMART goals and create a manageable plan.



## Observation

- These should be formal and informal to be a method of instruction similar to the feedback.
- When the employee is ready for formal feedback they should set that up with you.



## Practice

- This is just that, a time to practice the skill they are working on with a coach in their corner.
- As for your job, you should focus on giving instruction and coaching them through skills or pointing them to someone who can provide the instruction.



This cycle does not have a set length it can take 2 months or a year as long as people are making professional growth and getting feedback.