



## Give Feedback That Gets Results!

Great Leaders know that all failure is the result of vagueness, and use feedback as a valuable opportunity to lift others up and help them grow.

But the idea of giving or getting feedback can make some people cringe, because they assume it involves getting beaten up or defensive...

This often leads to infrequent or uncomfortable conversations – but it doesn't have to! When people KNOW BETTER, they can DO BETTER!

Help your teammates RISE with these four feedback reminders:

### **RELEVANT**

It should be important and pertinent to their role.

Always focus on the impact of a behavior on team performance.

### **IMMEDIATE**

It should be timely. Do not wait for an annual review or end of the project.

The longer you wait to address an issue, the more ingrained it becomes.

### **SPECIFIC**

It should be crystal clear exactly what needs to change.

Focus on the actual behavior, and do not attack the person

### **EMPOWERING**

It should be a conversation that is actionable.

Be supportive and offer information they are able to apply.

