

## Why

Because it is crucial to find a good way to give people feedback. Feedback must be honest, from the heart, caring and not offensive. One way to ensure this is to keep describing the behavior of the other individual in a descriptive and objective manner but to also express subjectively what this behavior does to you.

## What

A strong way to give feedback: descriptive concerning behavior, subjective and from the heart concerning effects.

## How

Importantly: always give feedback from a caring perspective (you want to help the other individual with his development) and most importantly describe the behavior and how it surprises, bothers, inspires, annoys etc. you as a person (using “I” statements). For example: the fact that you solved that problem within a week makes me thrilled, happy, enthusiastic, confident etc. This work ethic will bring you a lot of further success if you continue this way.

Or: you interrupt me after each sentence and I then feel irritated, frustrated, angry etc. You could gain so much if you stopped doing that.

This method is perfectly in accordance with the rules for effective feedback.

## When

When you want to give feedback it must be effective and from the heart.

### Skills and necessary training

Practice this way of giving feedback.  
The first time you give feedback in this way write it down before you give it.

### Critical success factors

Mean what you say.

### Possible workshop exercise

Practice giving feedback to each other.