

Deflation

Providing Accurate Feedback

1. What is feedback?

Communicating about performance and progress

Ephesians 4:15

2. Who needs our feedback?

3. Why do they need our feedback?

- a. I think they want it.
- b. I think they have a right to it.
- c. I think they need it.

4. Why don't they get our feedback?

- a. It's awkward.
- b. It's assumed.
- c. It's accusatory.
- d. It's adversarial.

5. How can we implement feedback?

- a. We've got to let people know that it's about to start happening.
- b. We've got to let people know why we're doing it.
- c. We've got to let people know that we plan to get better at it!

6. How should we give feedback?

- a. Be positive.
- b. Be specific.
- c. Be attentive.
- d. Be brief:
- e. Be objective:

Extra Reading

['Good Feedback is a Two Way Conversations'](#) Joe Hirsch, Harvard Business Review, June 2020

['How to Give Feedback People Can Actually Use'](#) Jennifer Porter, Harvard Business Review, October 2017

['How to Give Tough Feedback that Helps People Grow'](#), Monique Valcour, HBR, August 2015

['People Deserve to Know the Truth'](#), Wisdom in Leadership, Chapter 46, Craig Hamilton