MANAGER RESOURCES
Connecting Feedback

When giving feedback, choosing the right words can make a significant difference in how your message is received. Feedback is more than just sharing observations, it's an opportunity to strengthen your connection with your co-worker, build trust, and support the performance that both you and the organization need to succeed.

POSITIVE FEEDBACK

- I really appreciated when you...

- Your work on [specific task] was outstanding because...

- I think you did a great job of... because...

CONSTRUCTIVE FEEDBACK

- I noticed that [specific behavior], have you considered trying...?

- This might be even better if...

- I think [specific area] could be improved by...

ENCOURAGING IMPROVEMENT

- I believe you have the potential to...

- You're on the right track with... and I would love to see more of...

- I encourage you to keep developing your skills in...

SEEKING CLARIFICATION

- Can you help me understand your approach to...?

- I'm curious about why you chose to... Can you explain?

OFFERING SUPPORT

- I'm here to support you in...

- If you need help with…, I'm available to...

- Let's work together to improve...