

## #1 FEEDBACK FOR GROWTH

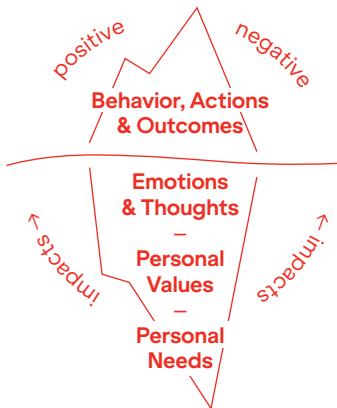
Opinions are quick to share. Criticism comes easily. But real feedback takes time, clarity, and the intent to help someone grow – not to be right, but to make progress together.

#feedback #learning #improvement #growth

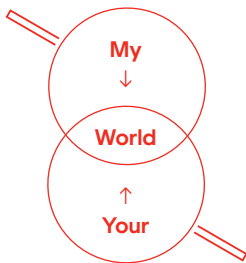
## Achieve Awareness

#2 BUILD EMPATHY → #3 UNDERSTAND PERSPECTIVES → #4 CHECK RELEVANCE

### #2 BUILD EMPATHY



### #3 UNDERSTAND PERSPECTIVES



Everybody perceives the world through their lens. Understanding the other's perspective removes our blind spots.

### #4 CHECK RELEVANCE

Is it your own observation?



Is your intention good?



Is your feedback important?



## Give Feedback

#5 GIVE FEEDBACK IN THREE STEPS → #6 GIVE FEEDBACK BY FOLLOWING FIVE PRINCIPLES

### #5 GIVE FEEDBACK IN THREE STEPS



Which behavior / action / outcome did I perceive in which situation?



What effect did the behavior / action / outcome have on me?



How can this behavior / action / outcome be improved?

### #6 GIVE FEEDBACK BY FOLLOWING FIVE PRINCIPLES

1. Be specific and focus on your observations.
2. Focus on behavior / action / outcome, not the person.
3. Pay attention to timing and the right context.
4. Stay constructive and solution-orientated.
5. Apply a collaborative and empathic tone.

### #7 CREATE FEEDBACK HABITS AND KEEP PRACTISING



Include feedback in your daily work and exchange regularly with your peers. Only with feedback we can grow and thrive.

FIND OUT MORE ON OUR SHARESPOINT

<https://phoenixde.sharepoint.com/SitePages/Feedback.aspx>