



# Performance Management

## Giving Constructive Feedback

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### Importance of Feedback



Improved productivity

Increased employee engagement

Higher retention rates

Stronger relationships based on trust

Transparency

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### Model for Delivering Feedback

Situation

Behaviour

Impact

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### Providing Constructive Feedback

Prepared

Specific

Timely

Private

Concise & Focused

Safe

Regular & Routine

Impactful