



Provide Feedback

“Feedback is personalized and provides information to a person or a group, with the goal to offer observations in a constructive way”

(Stania/Schnell)

Constructive feedback should be:

- descriptive (and non-judgemental),
- clear and logical,
- specific and direct,
- requested or voluntary,
- given within reasonable time,
- a request and not a demand,
- focused on behaviour and not on personality,
- should include (‘I’ messages and not general messages) personalised feedback,
- constructive and kind?,
- showing alternatives rather than focusing on the negative
- have a positive purpose.



Positive effect of constructive feedback:

People get insights on how others perceive them. At the same time, feedback can increase self awareness by providing feedback regarding behaviour and possible blind spots. Taking feedback seriously means that one can change and improve in order to develop further.

Sources/Literature:

FENGLER, Jörg (2017): Feedback geben: Strategien und Übungen. 5. Auflage. Beltz Weiterbildung Verlag. Weinheim

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