

## How to give and get fast and frequent feedback

### Feedback is...

- Data for our development
- Insight to help us improve
- How we increase our self-awareness.

### Feedback is how...

- We know if our intent matches our impact
- We discover blind spots
- We stay a 'work in progress'.

### Flip your feedback

Check assumptions you might be making to increase the amount and the impact of the feedback you receive

- 👉 From: formal 'I need to fill out a form'  
To: regular and frequent
- 👉 From: general 'Can I have some feedback?'  
To: relevant 'I want to make my emails more succinct, can you share your thoughts on how you find them today?'
- 👉 From: occasional 'part of our quarterly review'  
To: real-time, fast feedback
- 👉 From: add on, something you have to find time for  
To: add in, to something that already exists (e.g. 121s / team meetings)

### Ideas for action



#### 1. 1's win

Ask people to focus their feedback:

- 👉 What was 1 thing you found useful about that presentation..?
- 👉 What is 1 thing that you think is missing from that presentation?



#### 2. Praise +

Add the why into what someone has done well.

- 👉 Sounds like:  
"I thought that was brilliant because ...."



#### 3. Strengths spotter

Help people to see their strengths in action:

- 👉 "I see you at your best when...."
- 👉 "One of the ways you're really useful for our team is..."



#### 4. Autopilot vs. Auto-improve

Review your repeated activities (eg monthly report) and ask for even better if feedback.

- 👉 "What could make the report even better next time?"



#### 5. Quick questions

Bring frequent feedback questions to everyday work conversations:

- 👉 "What is the most helpful thing I do for you today?"
- 👉 "What could I do differently between now and xx date, that you would find most useful?"

### Coach yourself questions

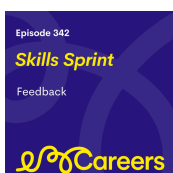
Which area of your work would you like more feedback on?



How could you practice giving fast and frequent feedback?



### Recommended resources



**Skills sprint on Feedback**  
Squiggly Careers episode #342



**How to fix feedback**  
Squiggly Careers episode #205



**How to cage your confidence gremlins**  
Squiggly Careers episode #387