

# **TOP TIPS:** **How to give caring feedback**



**Changing childhoods.  
Changing lives.**

# TIP #1

Be specific.

Start your feedback conversation with “I noticed” – “I heard” – “I saw” – or “I discovered.”

With compliments, being specific allows the receiver to know exactly what is being recognised and reinforced. And when constructive feedback is specific, it makes it easier for people to know exactly what is being called out so that it can be changed or improved upon.

# TIP #2

Before jumping right into giving feedback, ask permission by opening the conversation with a question...such as:

“I noticed something I’d like to share with you. Do you have a minute now to talk about it?”

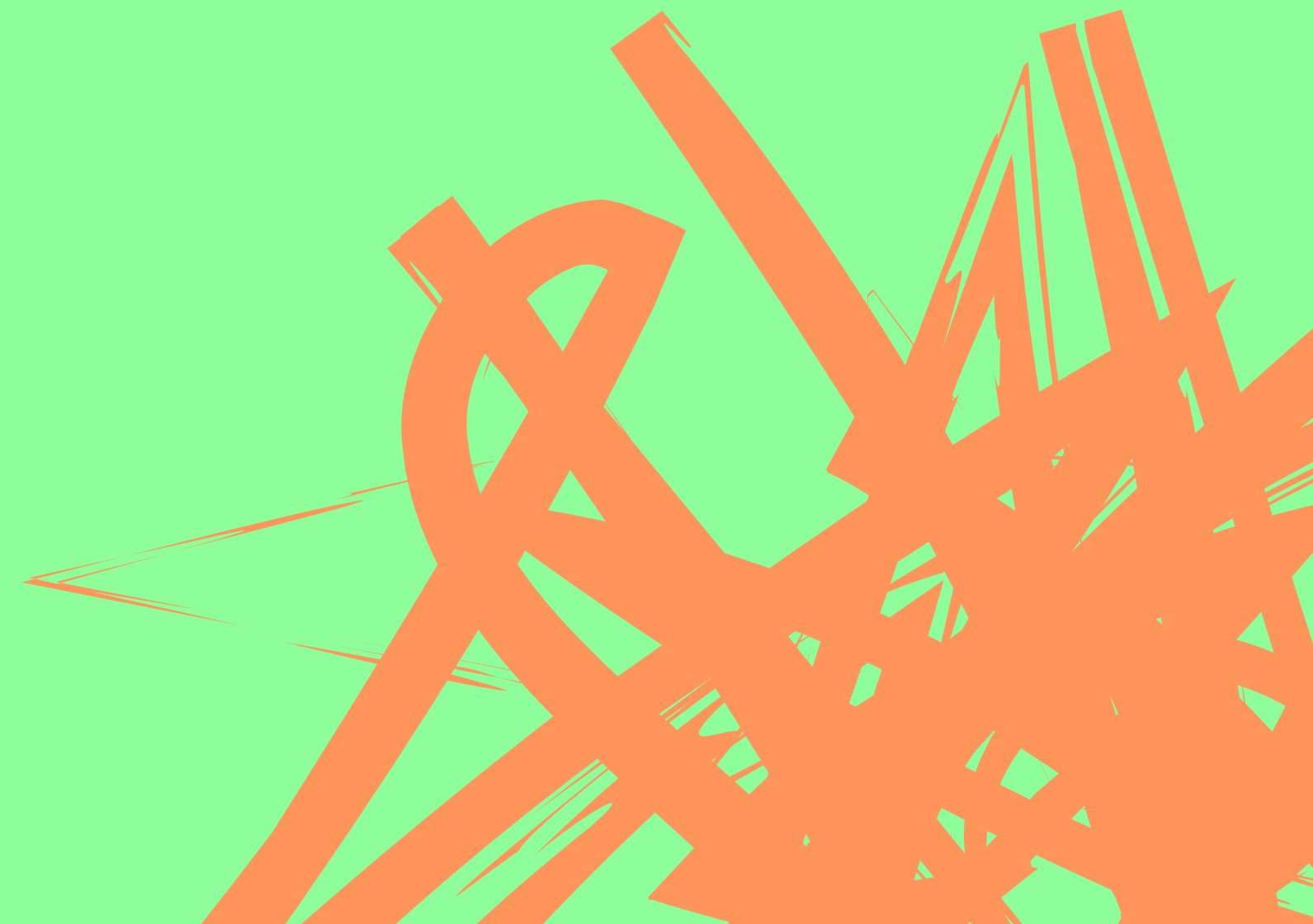
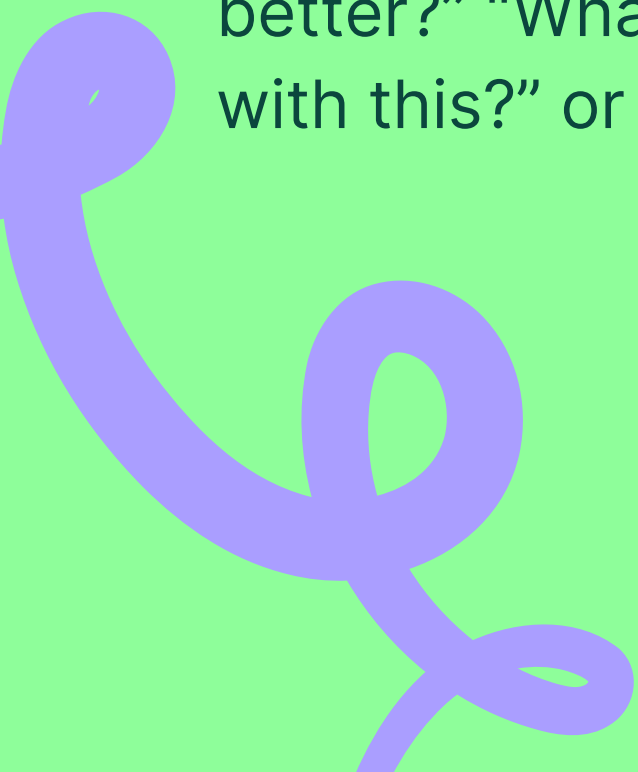
## TIP #3

A great way to end a compliment and a piece of constructive feedback, is with a question that sparks a conversation. When complimenting, you could ask if they'd like to share their tips for success.

After giving constructive feedback, you could ask: "What ideas do you have for making this better?" "What might be causing you to struggle with this?" or "How can I help?".

## TIP #4

To keep your relationships and the work environment positive, strive to give three times more compliments than constructive feedback over the course of time.



# TIP #5

The most appropriate response to a compliment or piece of feedback is to simply say “THANK YOU!”. When we don’t receive feedback well, people will stop giving it ... which blocks our opportunities to learn and improve.

# TIP #6

Get better at receiving feedback by asking for it more often, and from many different colleagues.

