

Definition

Feedback is the reaction and comments you give to a person who is performing or doing something with the main objective of improve the things he or she is doing. In other words, feedback is giving your personal comments to a person about something to make them improve their work with the help of those comments.

Purpose

The main purpose of giving work somebody is doing to the performance or work to the purpose of feedback is to you have, identify them as those aspects.

Techniques for giving feedback

Feedforward is a term first coined by Marshall Goldsmith. While feedback focuses on past events, feedforward focuses on possibilities for the future. It's a shift away from "You talked too fast during that presentation", to "Next time you present, try taking a pause between each slide, it will help you to re-balance and your delivery will be more effective."

The DESC feedback technique - describe, express, specify, consequences - is a simple and powerful way to express to an individual what you would like them to do more, less, or differently to enhance their performance and maximise their effectiveness.

What/why This is a really simple method that's easy to adopt. When delivering positive feedback, you tell the individual what they did and why it was effective. For example, "I feel you answered the client's question very succinctly, and I could see that they really valued you summarising it and making it clear."

Recommendations on giving feedback

focuses on the quality of the and/or processes motivate further develop their knowledge praise, reward or punishment student has done well and misunderstood or not understood of the work and is specific intentions and success criteria or formalised in writing.



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