

## Feedback Made Simple



There has been so much written on feedback and how, when and why to give it so I don't intend to re-invent the wheel. (But, seriously, if you're still using the 'feedback sandwich' you need to stop it NOW).

Here instead are two questions that are simple, powerful and fit for purpose.

**'What can I do, starting today, to be a better leader/team member/colleague?'**

When you get an answer to that question all you need to do is say 'thank-you' and then **'If I started to do that, what would the impact be?'** (on you, your team or anybody else).

And, second:

**'When I'm operating at my very best, adding real value to you and the business, what specifically am I doing?'**

Make sure you get the specifics, here.

**But here's the thing.....**

If you're thinking 'they won't tell me the truth' – ask yourself why. Is that what you really want for yourself? To be the person who doesn't hear the truth? Do people trust you enough to be honest? Can they speak their truth without fear of retribution or punishment?

If not, what does that say about you? Or the environment you are creating or tolerating?

And what are you going to do about it?