

Giving and

receiving

effective  
feedback



Feedback is much more effective when:

- You ask for it yourself
- It is linked to learning intent or goals
- When performance goals are set first
- It comes from peers
- Just in time—just for me
- It is an active constructive response
- It is descriptive not evaluative
- It is specific not general

## Feedback protocols

Feedback bridge

Three stars and a wish

Warm and cool

Traffic light reflection

Paraphrasing

Fish conversation

Speed dating

Feed forward

QHF (quick hard)

Final word protocol

PMI

SWOT analysis

Response model

Effective leaders have a balance  
of support and challenge  
conversations.