

Empower you must, do not breakdown.

~ The Feedback Code ~

***It is not about the character,
it is about the behavior.***

Be focused.

Set realistic goals.

Be a guide.

Don't make comparisons.

Suggest how to change the behavior.

No hinting, no generalizations. Be specific. Don't expect people to understand the meaning behind your words.

Make sure you prioritize your feedback so people won't be overwhelmed.

This is a dialogue and you would like the other person to have ownership.

Compare past behavior of the individual with their present behavior, but never with someone else.

