

Neap.

Everyone deserves a little couch-time.




Effective Performance Feedback: The Art of Giving and Receiving Constructive Criticism

Douglas E. Noll, JD, MA,

Effective Performance Feedback

Enhancing Skills,
Addressing Weaknesses,
Boosting Productivity





Introduction to Performance Feedback

Understanding the basics
and significance of
performance feedback.

Importance of Effective Feedback

Effective performance feedback is crucial for:

- Improving individual and team skills
- Addressing weaknesses
- Enhancing overall productivity





The Art of Constructive Criticism

Constructive criticism involves:

- Clear communication
- Empathy
- Focus on growth and development

Role in Employee Rating Process

Performance feedback influences:

- Compensation
- Promotions
- Overall financial planning



Specific and Objective Feedback

USE CLEAR EXAMPLES TO:



Highlight specific behaviors



Provide concrete evidence for appraisals

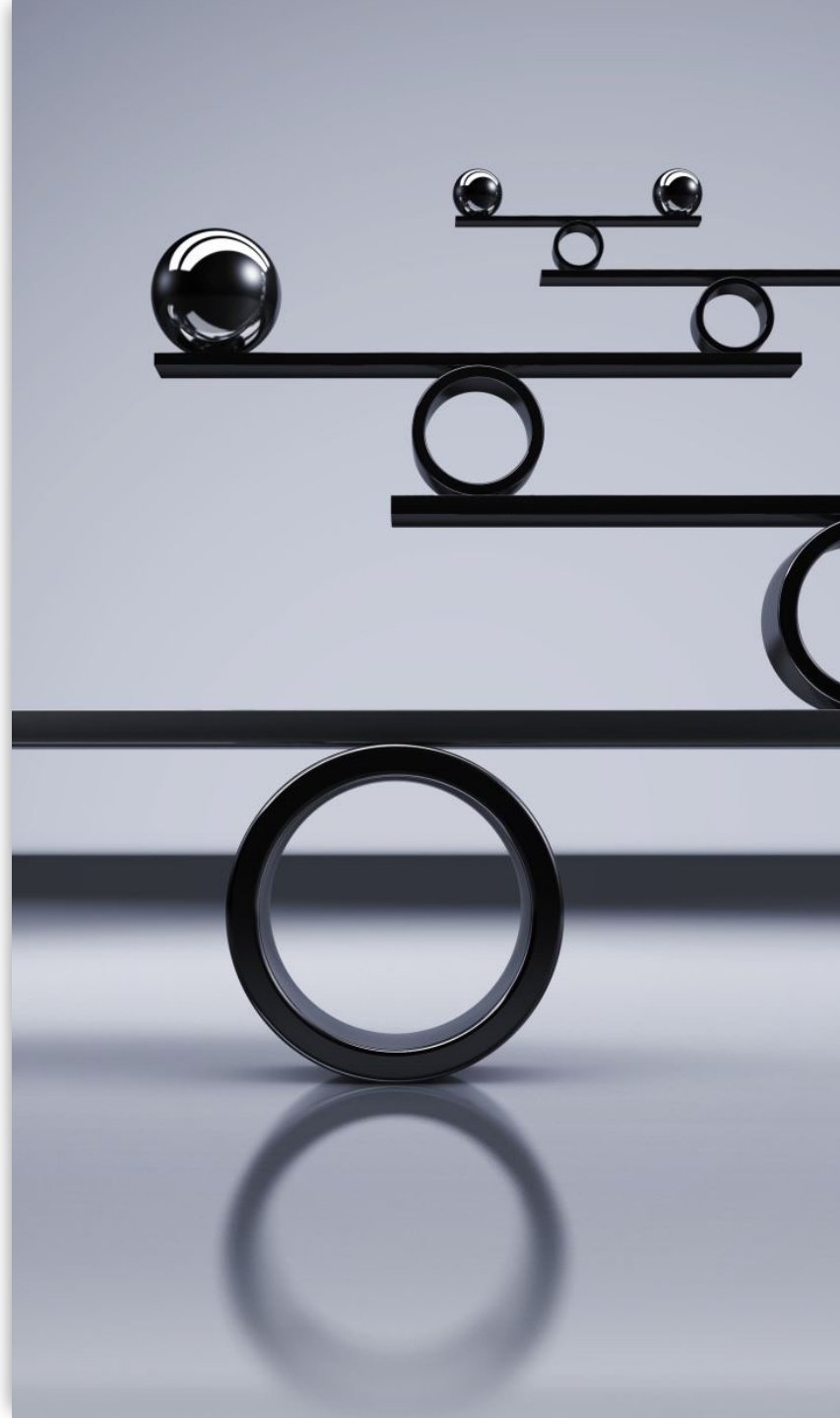


Influence financial rewards

Balance Positive and Negative Feedback

Acknowledge both strengths and areas for improvement to:

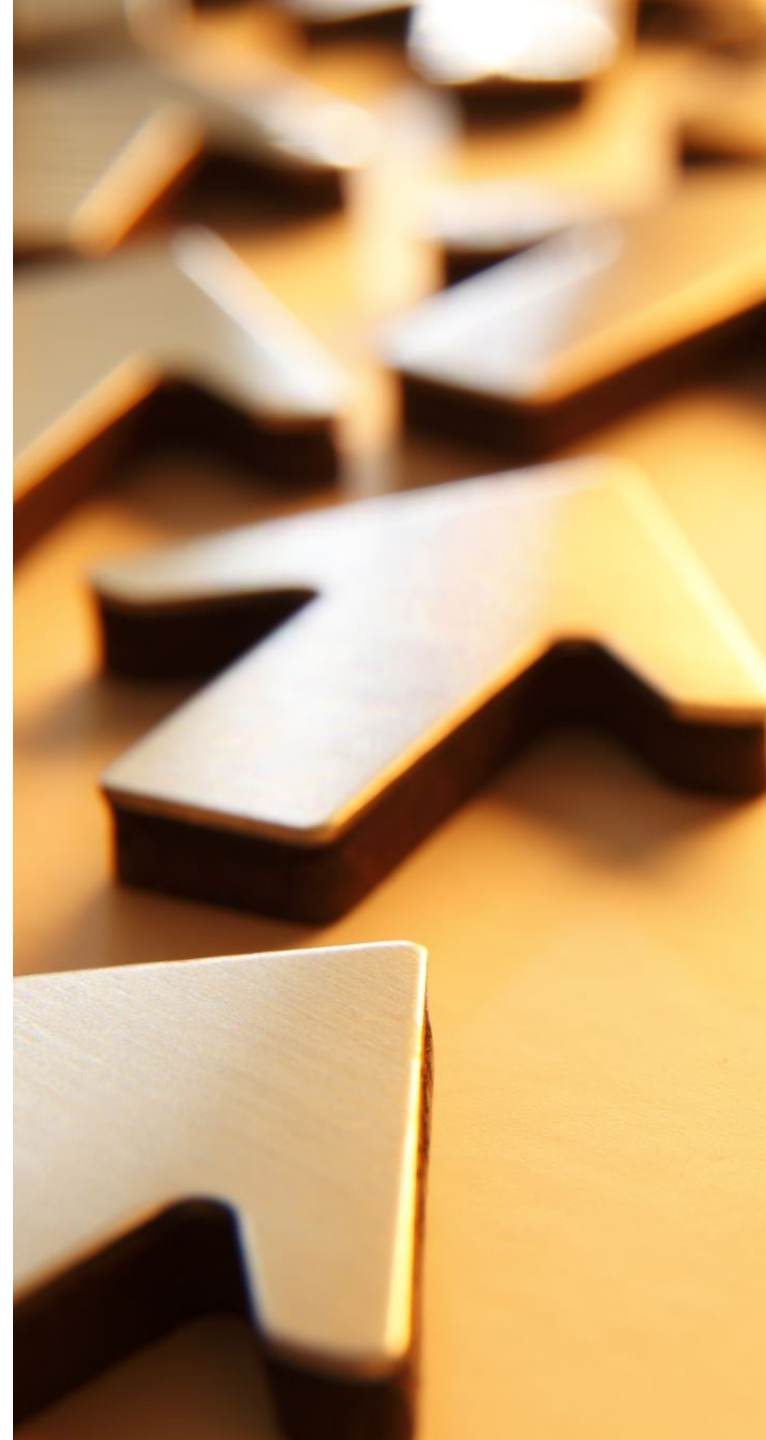
- Maintain morale
- Improve performance
- Reduce turnover costs
- Support fair compensation



Foster an Open Dialogue

Encourage two-way conversations to:

- Enhance collaboration
- Drive financial growth
- Ensure a fair rating process



Summary of Key Points

- **Effective performance feedback** enhances skills, addresses weaknesses, and boosts productivity.
- **Constructive criticism** requires clear communication, empathy, and a growth focus.
- **Feedback plays a critical role** in employee rating processes, influencing compensation, promotions, and financial planning.
- **Specific, objective, and balanced feedback** supports fair and motivating appraisals.
- **Open dialogue fosters** collaboration and ensures a fair rating process.



Q&A Session

Thank you for your attention
and participation!

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Employee Support Program

LIFE COACHING



FEATURES:

- Have convenient telephone conversations with your Life Coach.
- Establish your vision, set goals and create an action plan in your very first meeting.
- Engage in up to 5 follow-up meetings to help recalibrate, refresh, and progress with your goals.
- Your progress towards any goal – career, parenting, relationship, time-management – can be enhanced by working with your Life Coach.



The path to personal and professional success is not always clear.

A Life Coach can help by guiding you through a thought-provoking, creative process of reflection and goal setting to maximize your potential and navigate life transitions.

TOLL-FREE: 866-212-6096
WEBSITE: <https://neelyeap.helpwhereyouare.com>



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EAP Benefit Spotlight



Effective Performance Feedback

Coach for Improvement

- Demonstrate Empathy
- Continuous process
- Provide clear communication
- Focus on incremental growth, not perfections

How to do you Coach for Improvement

- One thing done well.
- One suggestion for improvement.

Use specific examples:

“Next time, you might consider...”

Provide concrete evidence for appraisal