

The Top Six Behaviours Of Enabling Feedback

Feedback plays a pivotal role in fostering growth and improvement, offering individuals invaluable insights into their performance and areas for development. As we explore the top six behaviors that facilitate effective feedback exchanges, we aim to highlight how these behaviours contribute to creating a culture of continuous learning and development within organisations.

- E Empathy
- N Neutrality
- A Appreciation
- B Balance
- L Listening
- E Energy



Empathy

Understand the feedback receiver's thoughts, feelings, and condition from his or her point of view, rather than your own.

Balance

Of perspectives and sources, of emotions – your own and the recipient, of positive and constructive data (when possible).

Neutrality

Suspend judgment in the discussion, share observations, your own understanding and allow the individual to respond.

Listening

Be attuned to body language, expressions and tone and be aware of your impact on the other person.

Appreciation

Feedback even when adverse, may not be all negative. Positive strokes help build credibility, trust and openness.

Energy

It is a vital tool to communicate interest and enthuse commitment. Energy is not just physical, but emotional and non-verbal.