

A woman with blonde hair and a blue shirt is looking at a laptop screen. An older man with grey hair, wearing a dark vest over a light-colored shirt, is sitting next to her, also looking at the screen. The background is a blurred office environment with a window.

5 WAYS TO GIVE TRANSFOR MATIVE FEEDBACK

Feedback that is transformative will always lead to positive change in learning practices, and significant improvements in employee productivity.



1. CLARIFY

the behavior that you'd like to see more of with your employee. Share and make sure the person understands your intentions for them in the learning process and define what criteria will help them achieve long-term success.

2. ENGINEER

workplace activities that elicit evidence of learning, and make incorporating feedback a fun and meaningful part of the process. Incentivize participation in new activities.

3. PROVIDE

examples for specific action or a behavior that the individual can address. Offer tools, training and other resources that will support your employees on their journey to successful performance.



Transformative feedback seeks to create a safe space for open communication...and in doing so, enhances a positive work environment for the whole team.



4. ENERGIZE

employees by encouraging them to be a resource for one another. When coworkers share information and insight with each other, it empowers them to commit to their own standard of excellence and nurtures value for the success of the team.

5. ACTIVATE

individual team members as owners of their own learning process. Empower them to request feedback at any time. Feedback that is requested can often have a deeper impact and therefore a more profound effect on professional behavior and productivity.

TRANSFORMATIVE FEEDBACK

- Provides useful Information for the employee and/or manager about their performance & how that performance is measured
- Is evidence-based and relative to previously communicated goals
- is creatively designed to close the gap between current performance levels and desired performance levels



69% of Employees said they would work harder if they felt their efforts were better recognized.

source: feedbackacademy.dk

We believe all employees should know how well they are performing in their job.



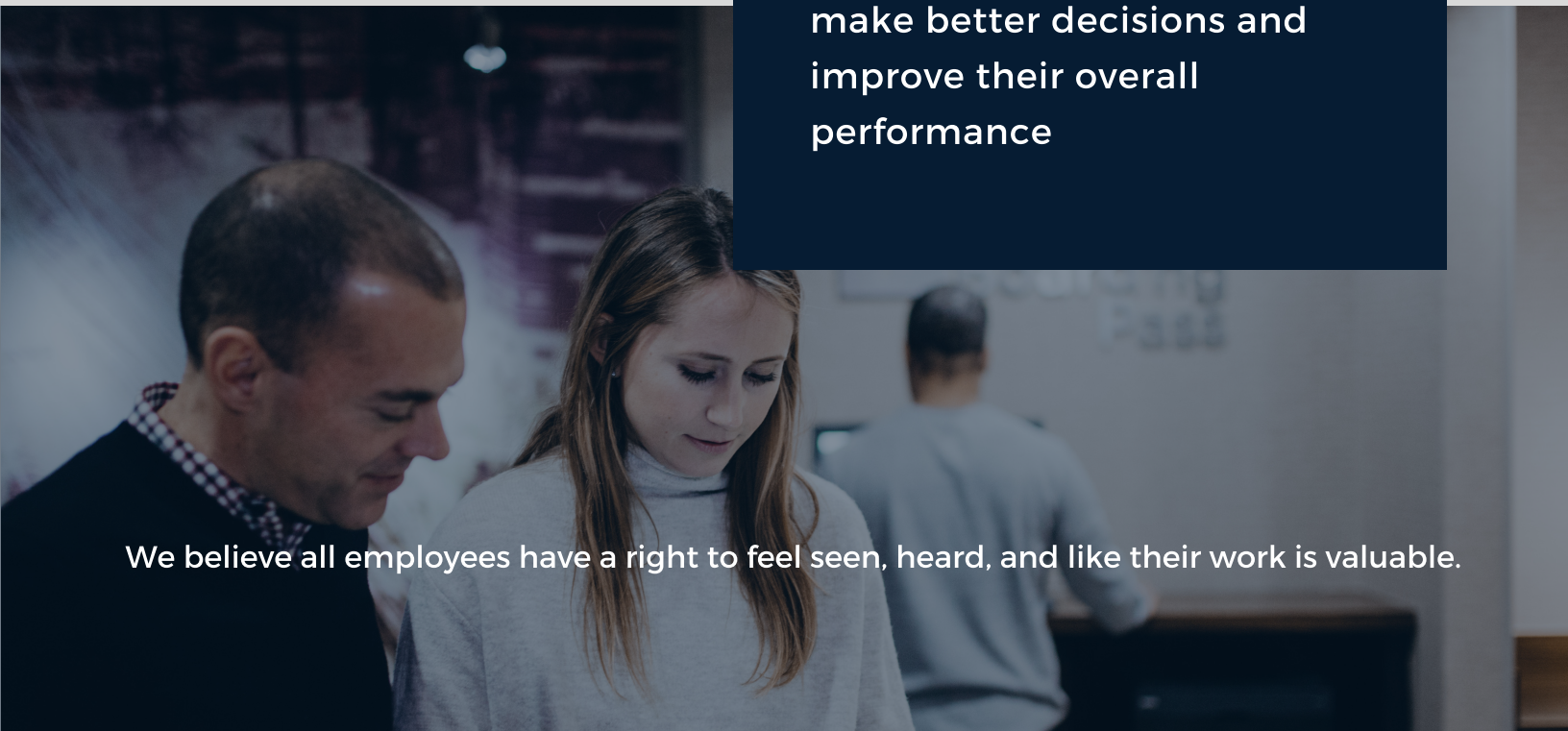
TRANSFORMATIVE FEEDBACK

60%

of survey respondents reported that they would like feedback on a daily or weekly basis

source: feedbackacademy.dk

- Will motivate employees to perform better by highlighting positive behaviors and celebrating new educational milestones
- Is used to provide constructive criticism when necessary without making the person feel like they are under attack
- Comes from the ability to formulate creative ways of engaging team members to make better decisions and improve their overall performance



We believe all employees have a right to feel seen, heard, and like their work is valuable.

Feedback must be genuine in
order to be transformative.
Providing performance
insight from a place of
empowerment helps
employees value themselves
and their work.