

# HOW TO 10 HOW TO GIVE NEGATIVE FEEDBACK?



**FIERCE TACTICS**



# YOUR MINDSET

Feedback =  
valuable  
helps grow

Safe environment

A good colleague /  
manager / friend dares  
to give feedback



Reflection:  
Would I like to know this myself?  
How would I like to hear this?  
How would I respond?  
→ counter this



# CRUCIAL SUCCESS FACTORS

## PLAY THE BALL, NOT THE MAN

- Objective and concrete
- Don't generalize (always, ever)

## BE EMPATHETIC

- Empathize with the situation
  - Reduces defensiveness
  - Promotes understanding

## FACILITATE AN OPEN DISCUSSION

- The discussion afterwards = the learning moment
- Insight into motivation or cause of behavior is crucial to work on it



## PREPARE YOURSELF

- What do you want to say and how?
- What opposition do you expect?

## I-PERSPECTIVE

- Me + feeling + behavior
- Constructive and less confrontational (experience)

## CONCRETIZE YOUR GOAL

- What do you want to achieve with this conversation?

# SANDRA DEBECKER

## FIERCE TACTICS



+32 485 24 67 67



sandra@fiercetactics.business



www.fiercetactics.business



@fiercetacticsbusiness

