

## The Ultimate Cheat Sheet

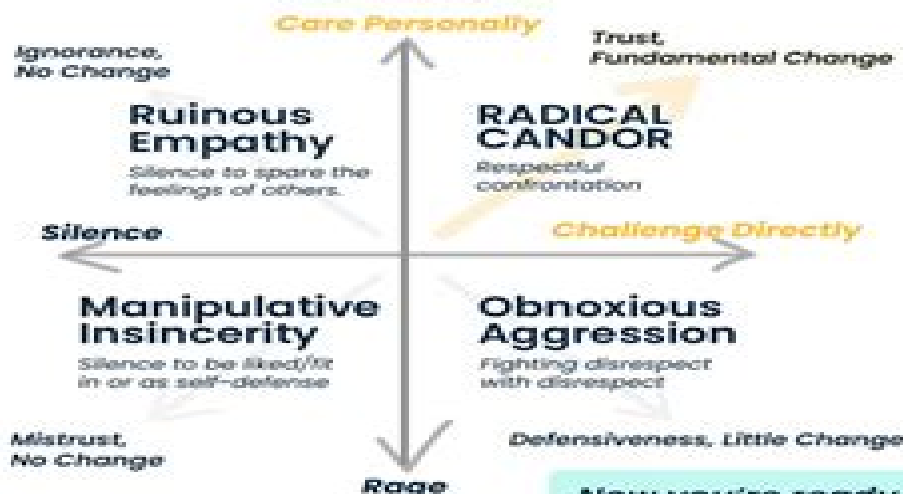
# How to Give Feedback

Provide clear, two-way, actionable feedback that fosters growth.

Before offering feedback, ask yourself:

**Will you deliver it with Radical Candor?**

It will make your feedback direct yet caring whilst building trust and respect.



Model by: Kim Scott, Love your work Kim!

## CEDAR Model

This model renders feedback insightful, clear, and growth focused.

### Context

Describe the situation:  
In last month's training.

### Examples

Explain instances:  
Struggles appeared in advanced modules.

### Diagnosis

Describe impact:  
It likely confused learners.

### Action

Establish steps to improve:  
Add real-life examples early on.

### Review

Agree how to follow up:  
Check outcomes via feedback.

Credits: Anna Williamson

Now you're ready  
with Radical Candor,  
it's time to decide on  
the method of  
delivery.

Here are three  
approaches:



## Ask-Provide-Ask

This model fosters feedback that encourages mutual understanding and actionable steps.

### Ask

Ask for the person's self-evaluation.  
Example: How effective was our last team meeting?

### Provide

Provide your feedback.  
Example: Some felt key issues were overlooked.

### Ask

Ask for their response or proposed solution.  
Example: What can you do to improve this?

Adapted from: Ask-Tell-Ask - JC. French et al.



## SBI Model

This model makes feedback more objective and actionable.

### S

### Situation

Describe the situation.  
Example: In yesterday's meeting.

### B

### Behavior

Describe the behavior observed.  
Example: You often interrupted others.

### I

### Impact

Explain the impact of the behavior.  
Example: This made them feel undervalued.

Credits: Center for Creative Leadership.



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# Manger Guide For Giving Feedback

**John L. Bennett**



## **Manager Guide For Giving Feedback:**

**Brag, Worry, Wonder, Bet** Steve King, 2013-04-02 Giving someone feedback can be a daunting task for a manager especially when an employee is underperforming To soften the blow we sometimes refer to difficult feedback as developmental or constructive But these phrases rarely prompt the type of productive conversations managers need to have with team members Steve King a longtime HR executive and leader in executive education cuts to the chase with a simple and trusted framework on providing feedback Think of how great it would be to break through the typical awkwardness of giving feedback and start having serious conversations about performance development and careers Regardless of your role if you want to give feedback to others on a regular basis you need a proven approach to improve the quality of your conversations It starts with four simple words Brag Worry Wonder Bet This second edition of *Brag Worry Wonder Bet* begins with new introductory remarks from Steve's colleague and friend Betsy Hagan Betsy has taught and coached thousands of managers on the effective use of BWWB and her insights help set the stage not only for the rest of the book but for the effective use of this framework as well *Giving Effective Feedback* Harvard Business Review, 2014 Whether you're dealing with a problem employee or praising the good work of a colleague you need to communicate in a way that promotes positive change in others *Giving Effective Feedback* quickly walks you through the basics of delivering feedback that gets results including Choosing the right time to talk Engaging in productive dialogue Helping both star and struggling performers Developing a plan for effective follow up Don't have much time Get up to speed fast on the most essential business skills with HBR's 20 Minute Manager series Whether you need a crash course or a brief refresher each book in the series is a concise practical primer that will help you brush up on a key management topic Advice you can quickly read and apply for ambitious professionals and aspiring executives from the most trusted source in business Also available as an ebook *Effective Feedback* Millette, 2017-09 **Soft Skills for Hard Results, A Manager's Guide** Ahmed Musa, 2024-12-18 Master the art of leadership with *Soft Skills for Hard Results* the ultimate guide for managers looking to achieve measurable success through people-centric skills In today's workplace technical expertise alone isn't enough this book shows you how to leverage essential soft skills to inspire teams improve communication and deliver impactful results Learn how to strengthen emotional intelligence build trust handle conflicts with diplomacy and motivate your team toward shared goals With actionable advice real world scenarios and practical tools you'll discover how to create a positive work culture improve collaboration and lead with confidence Perfect for managers team leaders and professionals at all levels *Soft Skills for Hard Results* proves that skills like empathy active listening and adaptability aren't just nice to have they're critical for driving performance achieving goals and building lasting success in any organization *The Manager's Guide to Coaching for Change* John L. Bennett, 2024-09-02 We live and work in a world of change Helping individuals and teams prepare for respond to and learn from change are critical for thriving Managers and leaders at all levels play a vital role in developing talent increasing

performance and supporting transitions and transformations This book is about effectively coaching others in your role as a manager coach A manager coach is a person who uses coaching related knowledge approaches and skills to coach team members in the organization who report to them or who have sought their coaching In 16 chapters leaders at all levels human resource professionals and graduate students will find research based practical approaches to developing talent improving performance and supporting transformation Topics include the change coaching process theoretical foundations of coaching use of self in managerial coaching six coaching skills how to coach across differences specialty coaching peer team and executive ethical considerations for coaching and continuous development for manager coaches Provides models frameworks and tools that can be used to coach team members

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