

## 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

**Sebastian Brünink**

A red circular graphic with a gradient, appearing as a partial circle or a thick arc, located to the right of the author's name.

## **Manger Guide For Giving Feedback:**

## The Enigmatic Realm of **Manger Guide For Giving Feedback**: Unleashing the Language is Inner Magic

In a fast-paced digital era where connections and knowledge intertwine, the enigmatic realm of language reveals its inherent magic. Its capacity to stir emotions, ignite contemplation, and catalyze profound transformations is nothing lacking extraordinary. Within the captivating pages of **Manger Guide For Giving Feedback** a literary masterpiece penned with a renowned author, readers attempt a transformative journey, unlocking the secrets and untapped potential embedded within each word. In this evaluation, we shall explore the book's core themes, assess its distinct writing style, and delve into its lasting affect the hearts and minds of those who partake in its reading experience.

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