

ASKing for Focused Feedback

Asking for feedback helps you:

- better understand how you are being perceived as a leader and how you can help your team members succeed
- demonstrate Improve Daily

ASK for feedback on something specific
(makes it easier to ask and provide feedback)

Examples:

- What feedback do you have for me on this morning's presentation?
- What feedback do you have for me on how I incorporated Culture into this meeting?

Tips:

- It's ok to say, "Thank you for asking. Can we connect tomorrow?"
- ASKing for feedback via email is OK, but not preferred
- Alert someone ahead of your meeting: "I'm going to be asking you for feedback on..."
- Incorporate ASKing for feedback into your one-on-one meetings to help set the expectation



Focused Feedback IS

- Feedback given around the Key Results.
- Feedback that is focused on how people demonstrate the Cultural Beliefs.

Focused Feedback IS NOT

- General feedback of a non-specific nature.
- A dialogue in which the person offering feedback is forced to provide examples in order to legitimize their perspective.