

Personal Leadership

It's not the feedback you give; it's the way that you give it!

Choosing a present for someone you care about takes time, effort and knowledge. True giving comes from one of three places: from love; from gratitude; from praise. It should be the same with feedback or the recipient will smell it a mile off.

Feedback must be authentic, or it can do more damage than good.

Ask yourself

- *Is my feedback given with the right intention? Is the giving transparent or is there a hidden agenda?*
- *Will the recipient find my feedback useful or will it make them feel special?*
- *Are you willing to let go of it once it's given, and allow the recipient to do with it as they will?*
- *What would happen if they chose not to accept it?*
- *Is it specific?*

Feedback must be unconditionally supportive – that's the key!

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