

Feedback

Keep asking yourself: What is my feedback feeding?

If you're concerned about giving feedback that you think someone won't want to hear, how realistic is your fear?

Are you 'making it up and acting as though it's true'?

Do you waffle and take forever to get to the point?

Do you try to dress up 'bad news' so that the person you're giving the feedback to doesn't have a clue what you're talking about?

Things you could be feeding:

- How important I am/you are

- Their ego/your ego

- Their fear

- Their sense of security

- The solution

- The problem

These are neither right nor wrong. It's more a question of how well can you feed your teams to help the change management process.