

HOW TO GIVE FEEDBACK

6 MODELS TO RELY ON

360° Feedback



Collect feedback from various sources to obtain a comprehensive view of an individual's performance

C

Context: Understand the context of the situation

E

Example: Provide specific examples to illustrate the feedback

D

Description: Describe the behavior or action that needs to change

A

Action: Suggest actionable steps for improvement

R

Review: Review progress and provide ongoing support



C

Provide the **context** or background for the feedback

O

Share specific **observations** about the individual's behavior

I

Explain the **impact** of the observed behavior on others

N

Collaboratively discuss and plan the **next steps** for improvement

D

DESCRIBE



Describe the behavior or situation without judgment

E

EXPLAIN



Express your feelings or thoughts about the behavior

S

SPECIFY



State what you would like to see changed or improved

C

CONSEQUENCE



Explain the consequences that result from the change

G

Goal

Clarify the goal or objective of the feedback

R

Reality

Assess the current reality or situation

O

Options

Explore potential options or solutions

W

Will

Determine the will or commitment to take action

S

Describe the specific **SITUATION**

B

Detail the observed **BEHAVIOR**

I

Explain the **IMPACT** of the behavior

NOTE:

This model is often used for giving constructive feedback