

# Tips to be a manager who gives feedback well



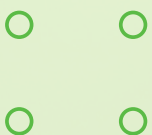
# Strategies for giving & receiving feedback mindfully

- Be timely
- Be kind
- Be data-led



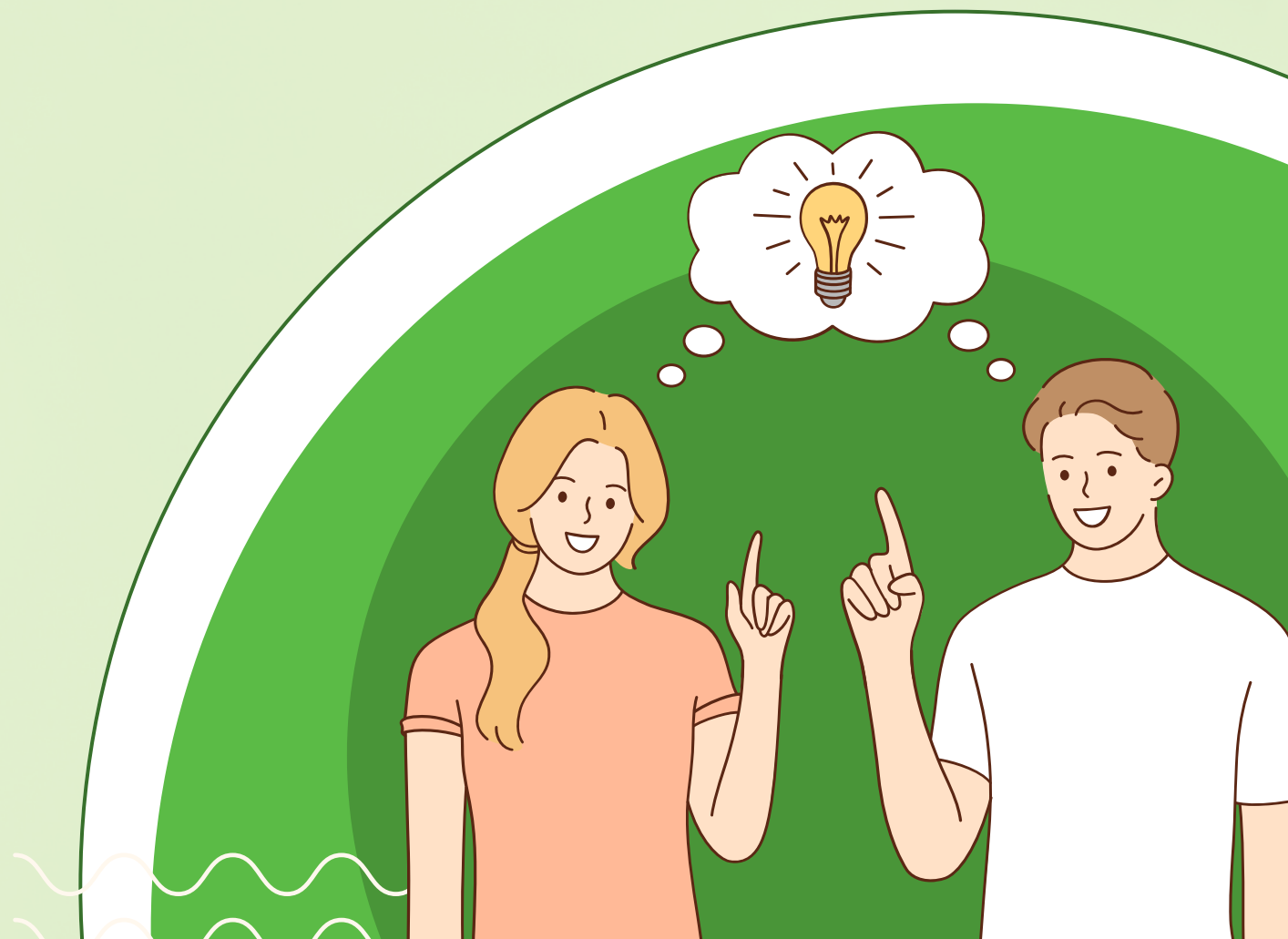
# STAR Technique

- Explain the **situation** you were in
- Explain the **task** you had to complete
- Describe the specific **action** you took
- Close with the **result** of your efforts



# SKS Method

- **Stop** giving delayed feedback. Do it right away.
- **Keep** your enthusiasm going
- **Start** focusing on what team members need help with





# Strike a balance between personally caring and professionally challenging



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