

Constructive Feedback & Critical Discussions

Providing effective constructive feedback is a skillset that, when used appropriately, builds trusting relationships, reciprocated respect and shows others a commitment to their development.

Unfortunately, 79% of employees have identified they felt undervalued mainly due to a lack of recognition from their employer; including timely feedback. As research indicates, providing constructive actionable feedback to an employee acknowledges their efforts and fosters an environment where mistakes or viewed as learning opportunities. Constructive feedback establishes a positive perception of the organization and allows for critical discussions to take place when necessary.

As a Manager, Supervisor or Co-worker, being able to convey your thoughts for another's improvement is crucial skills that is necessary and produces open lines of communication in the future.

Constructive feedback is crucial to improving performance and maintaining a motivated workforce.

- Learn how to formulate proper approaches at giving constructive feedback.
- Learn various tools for showing appreciation to employees and the impact of not doing so.
- Identify potential land mines and how to protect yourself from legal implications.
- Understand the various situations that require additional support from other areas within the organization.
- Develop the skills to avoid creating tense work environments or have the intentions of the feedback misconstrued.
- How to prepare for disagreements or denial of constructive feedback.
- Utilizing scripting as part of the preparation process, ensuring messages are conveyed properly.

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