

# 5 Ways to Deliver Feedback That Gets Results

"Let me give you some feedback."

These words can send a shiver down the spine of even the most confident person. Why? Because feedback is often associated with negative criticism.

But it doesn't have to be.

Feedback is a gift. It's an opportunity to learn and grow. It's a chance to become the best version of yourself.

But only if it's done right.

Here are five ways to deliver feedback that gets results:

## 1 Check your motives.

Why are you giving this feedback? Are you trying to help the person improve? Or are you trying to make yourself feel better?

If your motives are pure, the other person is more likely to be receptive to your feedback.

## 2 Align your behavior and words.

Your body language and tone of voice should match your words. If you're saying something positive, but your body language is closed and your tone is sarcastic, the other person will be confused.

Make eye contact, smile, and speak calmly.

## 3 Be specific and constructive.

Instead of criticizing, be specific about the issue. For example, instead of saying, "You're doing a bad job," explain the situation objectively. Say, "When you didn't follow up with the client after our meeting last week, it made them feel undervalued. Next time, send a summary of next steps within a couple of hours after the meeting."

Being specific makes it easier for the person to understand and act on your feedback.

## 4 Make it a dialogue.

Feedback is a two-way street. Ask the other person questions to understand their perspective. And listen carefully to their responses.

The more you collaborate, the more likely they are to be on board with your suggestions.

## 5 Get commitment.

A successful feedback conversation concludes with a clear agreement on the person's next steps. This is crucial because it offers a final chance to confirm understanding and identify any areas where the person might require assistance.

Feedback is a powerful tool. It can help people improve their performance, build their skills, and achieve their goals.

But only if it's done right.

By following these five tips, you can deliver feedback that gets results.

[Link to the full article](#)

