



GOAL

- I wish to speak with you about giving feedback to others
- I would like to help you learn how to give feedback to others / feel more comfortable giving feedback to others.

WAY FORWARD

M.A.P.

- What actions do you need to take to help you become more comfortable when giving feedback to others / improve the feedback you give to others?
- How will you prioritise these actions?
- When will you begin?
- How will you feel once you have addressed the issue?
- What on-going support do you need from me or others?
- Tell me what a successful outcome looks like for you
- When will we meet to review the results?

REALITY

NOW

- Tell me how you see feedback?
- Do you see a need for feedback?
- Are you comfortable giving feedback to others?
- How do you feel when you have to give feedback to others?
- Think of a time when you experienced feedback as criticism. How would you have done it differently?
- When have you experienced feedback as something positive? What made it a positive experience?
- Think about how others react when you give them feedback. Is it a positive or a negative reaction?
- Does the feedback you offer others lead to positive outcomes and actions?

CHOICE

- How could you change the way you give feedback to achieve different outcomes?
- Which strategies could you use to help you feel more comfortable when giving feedback to others?
- What are the first steps you could take to address the issue?
- How would you feel about taking these steps?
- What would happen if you took these steps?
- What other steps could you take?
- What worries you about acting?
- What support can I give you?

OPTION