Feedback Prep Grid

Want to give high quality feedback every time? Use the LifeLabs Learning Feedback Prep Grid!

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1. Question (Micro-Yes) ● Get buy-in ● Reduce mystery ● Help them prepare	2. Behavior ● Focus on behavior, not person ● Focus on data, not interpretation ● No blur words	3. Impact statement ● Why does this matter? ● Who is affected by it?	4. Questions ● Check if they see it the same ● Joint problem solve ● Agree to an action plan
EXAMPLE 1: Would you be open to some feedback about that meeting?	I noticed that you announced we have a delay in our schedule before letting me know.	I bring it up because we looked uncoordinated in front of our clients, which can impact their trust.	What do you think? Can we agree to…?
EXAMPLE 2: Can I share some feedback with you about your presentation?	I really appreciated that you invited folks to participate by going around to hear all of our questions.	I mention it because everyone looked engaged, and we got to address each person's concerns.	How do you think it went?
YOUR FEEDBACK:			