

## **FEEDBACK MODEL**

**The purpose of the feedback model is to maximize the possibility that your feedback results in a change in behavior.**

### **CONTEXT**

Make sure that your coaching client understands that the purpose of the feedback is to help him or her improve the performance and leadership skills.

### **LIST TASKS**

Ask your client to list all important tasks that are included in the topic chosen for feedback. For example, the content of his or her job or a specific project.

### **VALUE EACH TASK**

Ask the client to evaluate his or her ability on each task on a scale from one to ten.

### **SELECT A SPECIFIC TASK**

Ask the manager to select a specific task that he or she wishes to improve. Accept any task chosen by the client disregarding your own opinion.

### **COACH ON SELECTED TASK**

Let the client reflect on what already works and areas for improvement. Use the opportunity to acknowledge the client's successes. Coach for increased awareness and responsibility.