

How to Give Feedback

Provide clear, two-way, actionable feedback that fosters growth.

Before offering feedback, ask yourself:

Will you deliver it with Radical Candor?

It will make your feedback direct yet caring whilst building trust and respect.



Model by: Kim Scott. Love your work Kim!

CEDAR Model

This model renders feedback insightful, clear, and growth focused.

Context

Describe the situation:
In last month's training.

Examples

Explain instances:
Struggles appeared in advanced modules.

Diagnosis

Describe impact:
It likely confused learners.

Action

Establish steps to improve:
Add real-life examples early on.

Review

Agree how to follow up:
Check outcomes via feedback.

Credits: Anna Wildman

Now you're ready
with Radical Candor,
it's time to decide on
the method of
delivery.

Here are three
approaches:



Ask-Provide-Ask

This model fosters feedback that encourages mutual understanding and actionable steps.

Ask

Ask for the person's self-evaluation.
Example: How effective was our last team meeting?

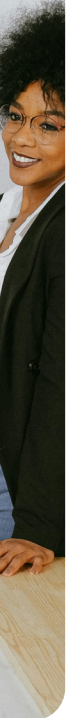
Provide

Provide your feedback.
Example: Some felt key issues were overlooked.

Ask

Ask for their response or proposed solution.
Example: What can you do to improve this?

Adapted from: Ask-Tell-Ask - JC. French et al.



SBI Model

This model makes feedback more objective and actionable.

S

Situation

Describe the situation.
Example: In yesterday's meeting.

B

Behavior

Describe the behavior observed.
Example: You often interrupted others.

I

Impact

Explain the impact of the behavior.
Example: This made them feel undervalued.

Credits: Center for Creative Leadership



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