

How to Give Feedback that Drives Engagement and Performance

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Who Am I?



- A culture workshop changed my life
- Former teacher
- Former corporate leader
- Current advocate for strong and healthy organizational cultures



What We'll Cover

NEVER BE AFRAID TO SAY WHAT YOU REALLY FEEL



- What engages people
- The power of appreciation
- How to get confident giving constructive feedback



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The Best of Times ...

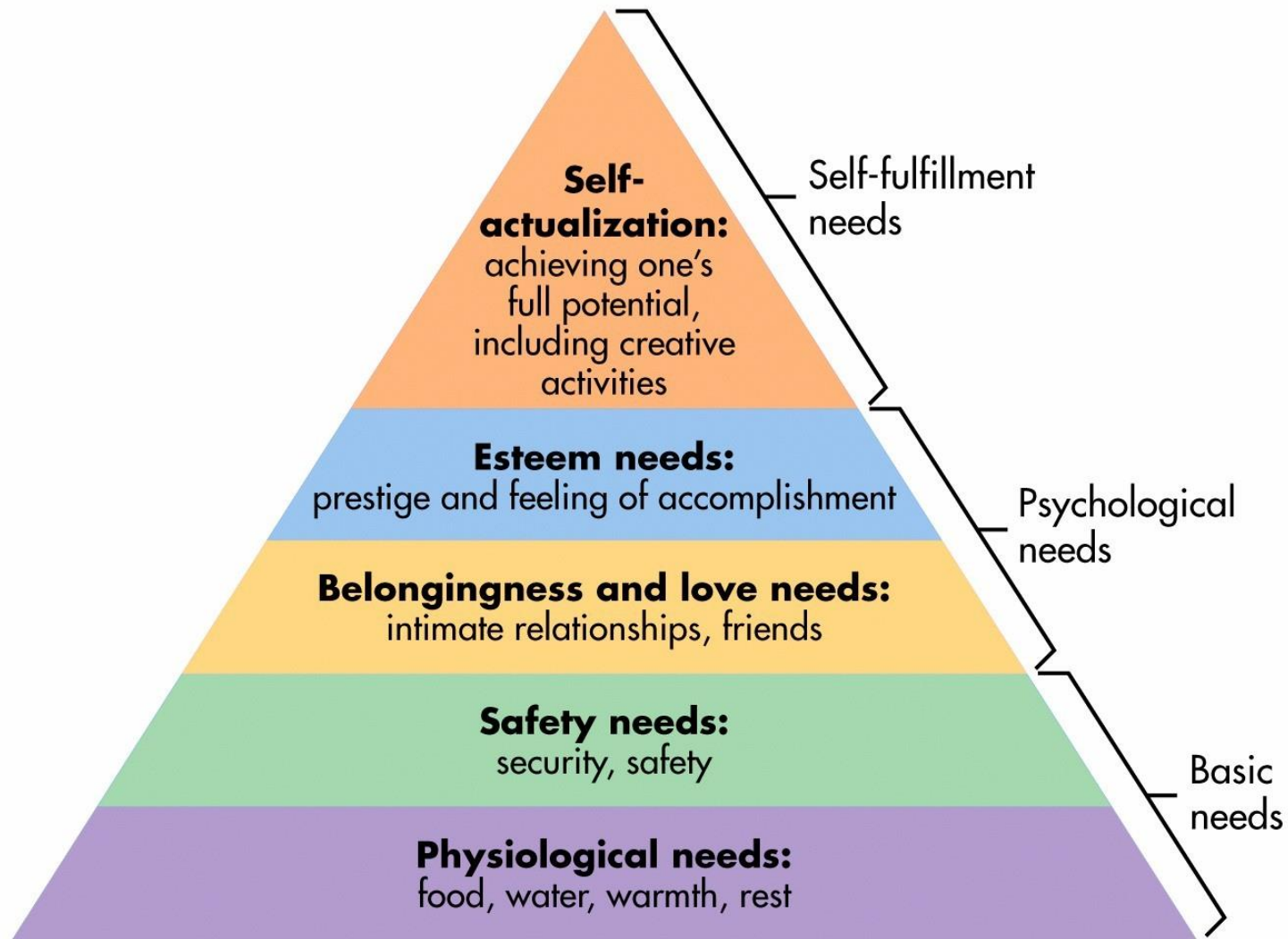


Drivers of Engagement

- Autonomy
- Mastery
- Purpose



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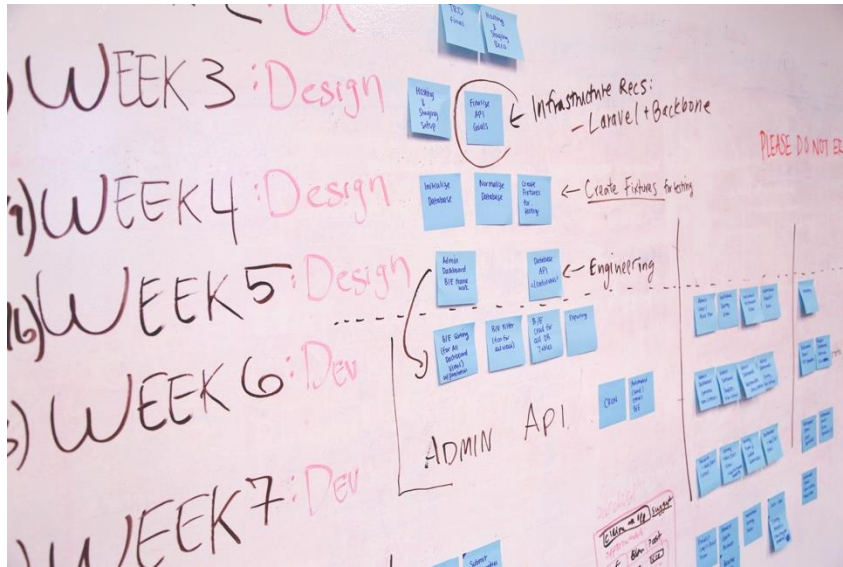
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Benefits of Appreciation

- Costs no money
- The whole culture improves
- People enjoy work more
- Team members thrive and improve performance
- Employees are engaged and creative
- Appreciation is valued by individuals in all roles and settings



Task or Skill?



Personal Qualities



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What's the Difference?

Criticism vs Constructive Feedback



How to Give Feedback Using CPR

- C for Check-in



How to Give Feedback Using CPR

- **C** for Check-in
- **P** for Positive



How to Give Feedback Using CPR

- **C** for Check-in
- **P** for Positive
- **R** for Result



Pulling it All Together

- When people feel valued, they are more engaged and productive
- Your job as a leader is to help someone become even better
- Use CPR to increase your comfort and know what to say
- Nothing substitutes for knowing your people



Reflection

- What do you want to remember about giving appreciative and constructive feedback?
- What is one thing you can do today to appreciate a team member?



Thank You!

Let's stay in touch ...



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