**Feedback, no you´re doing it wrong!**



**Brochure on how to give feedback**

**Create Safety**

Feedback to is received by a person that is feeling uncomfortable can cause the feedback to ultimately be unproductive. So make sure the receiver of the feedback is feeling comfortable.

**Positivity**

Give just as much positive feedback as negative feedback. Negative feedback will cause the receiver of the feedback to put up a defence. The giver of feedback doesn´t have to leave out the negative or corrective feedback, but I has to lead up with a suggested solution or outcome.

 **Sandwiching**

****Sandwiching is in short: giving feedback then give the corrective feedback and then close the procedure by giving positive feedback. This causes the receiver of the feedback to feel comfortable when the corrective feedback is applied. Also the receiver of the feedback feels better afterwards because the conversation didn’t end with negativity.