



## **GIVING AND RECEIVING INSIGHTFUL FEEDBACK**

### **Objectives**

- Master the practicalities of giving and receiving feedback
- Learn and use the Insights 'D4' data-based feedback model
- Increase the frequency with which the feedback you give 'lands' with the other person — is heard and internalized
- Reflect on what you can learn about yourself from the feedback that you give to others

### **Overview**

This program is built upon the powerful Insights 'D4' data-based feedback model. When you learn to apply this model and develop your own style of delivering feedback, you will substantially increase the chance that the recipient hears and internalizes it. The sad truth is that most feedback is ignored most of the time.

Equally, we often miss feedback that we are given. When people give us feedback it is always a gift — whether it is acknowledging or developmental in nature. However, we often 'miss' our feedback, due to our own defensiveness or lack of skill of the person giving us feedback. That means missing opportunities to grow and improve our performance. This program will also substantially increase the chance that the feedback you receive will be beneficial and useful.