IP BEST PRACTICES

Balanced Feedback

A best practice shared by Niels Kooi.

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Balanced Feedback

Promoting growth by focusing on self-improvement rather than comparison, through an exchange of compliments and tips.

Key steps

During childhood we learn that our parents appreciate us being above average, however learning and development is not encouraged by comparing people with each other, learning is encouraged by comparing people with themselves.

Ask people to write a compliment and a tip for the ten people in the room they know best, this way nobody is better or worse than others.

Share these compliments and tips in speed date format, ending with a round where people say which compliment they liked most and which tip they take home.

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