

IP BEST PRACTICES

The Feedback Circle

A best practice shared by Cornelia Schlatt.

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The Feedback Circle

Enables teams to build a healthy feedback culture by creating a safe, structured space where feedback becomes a shared learning practice rather than a source of fear.

Key steps

Invite participants to choose one focus area they want feedback on (e.g., collaboration, clarity, communication).

Use a simple feed-forward dialogue in small groups, sharing what is appreciated and what could help the person grow even further.

Support personal ownership through a short reflection round where each person identifies one key insight or action, and revisit the circle after 4–6 weeks to share progress and strengthen accountability and trust.

CONTACT

InspiringPeople

ADDRESS

Maliebaan 45

3581 CD Utrecht

The Netherlands

PHONE

+31 84 00 38 999

EMAIL

contact@inspiringpeople.com



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