

Practicing constructive feedback - ENG

2 jours - 14,00 heures
Programme de formation

Objectifs pédagogiques

Pedagogical objectives

- Being aware of the positive effects of feedback on performance
- Giving feedback with the conscious aim of developing the recipient
- Daring to give constructive critical feedback
- Receiving and requesting feedback

Compétences visées

- Constructively discussing a requested
- Respecting the 4 stages of constructive feedback
- Seeking feedback from peers and managers
- Practicing positive feedback

Description / Contenu

Description / Content

Stage 1: Why give feedback regularly?

- What is development feedback?
- Strokes or signs of recognition
- What are the barriers to giving regular feedback?
- What are the consequences of feedback on motivation and performance?

Discussion - Metaplan;

Stage 2: Giving constructive feedback

- What are the different types of feedback?
- The 4 stages of constructive feedback.
- Perfection game: how to draw attention to the glass half full?

Situations and role plays;

Stage 3: Assessing performance in the right way

- Why give feedback as you go along?
- How to give critical feedback assertively

Situations and role plays

Stage 4: Receiving and asking for feedback

- Accepting criticism (positive or negative)
- Receiving and expressing emotions
- Listening to feedback actively to develop joint actions
- What are the characteristics of quality feedback

Situations and role plays

Modalités pédagogiques

Educational format

On site : 1 or 2 days

Remote : 4 x 3,5 hours workshops via Teams, GoogleMeet...

Individual coachings if needed





Moyens et supports pédagogiques

Educational resources and supports

- Slide show PPT
- Pedagogical Support

Modalités d'évaluation et de suivi

Evaluation and monitoring methods

- Self-positioning by participants on a digital platform shared with the trainer (at the beginning and end of the course)
- Assessment by the trainer at the end of the course
- On-the-spot assessment immediately after the course
- REX - One-hour practice-sharing workshops one or two months after the initial training course
- Post-training assessment one or two months after the course
- Performance questionnaire sent to the customer three months after the course

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