

The Feedback Compass

Learning & Development

Center the conversation on what the team member is learning and how it can inform future actions. Explore needs for growth, asking open-ended questions to uncover how employees feel they can best advance.

Example discussion questions:

- What have you learned over the past week that guides, shifts or challenges what you are planning for next week?
- From whom do you need input, or do you need more time to process or think?
- What kind of skill development will set you up for success?

Value & Belonging

When a team member understands how their work contributes to the big picture, engagement and performance soar. Emphasize the importance of each employee's role and how it contributes to the organization's overall success.

Example discussion questions:

- How do you see your role impacting our team's and company's success?
- What achievements in your recent work do you think had the most positive impact?
- Would you like to share learnings or a case study with our team?

Systems Change

A company's structures and systems can place a barrier between team members and their best work. Allow space for sharing perspectives on how company structures may impact performance and suggest improvements.

Example discussion questions:

- Have you encountered any organizational processes or systems that have hindered your ability to perform your best work?
- How can we influence positive and sustainable change here?