

The Ask-First Model for Feedback

Ask for their assessment of their own performance

Ask for task specific performance when appropriate.

Reinforcing:

What do you feel you are doing well?

What tasks do you find easy to complete?

Constructive:

What are some tasks you find more challenging in your work?

What are some things you feel you need to work on?

Use **WHAT** questions.

Provide your behavioral assessment in context of their self-assessment

Reinforcing:

Provide your assessment (you may agree or disagree) and provide examples

Constructive:

Provide your assessment (you may agree or disagree) and provide examples

Ask for their suggestions on a solution or improvement

What is their goal(s) behavior, skill?

What steps will they take to improve?

Share your thoughts and suggestions.

Use GROW Model!

Agree on a plan of action and timeline and offer support

Agree on action plan

Plan to follow up

Summarize

Ask for concerns, questions, thoughts about the feedback or plan