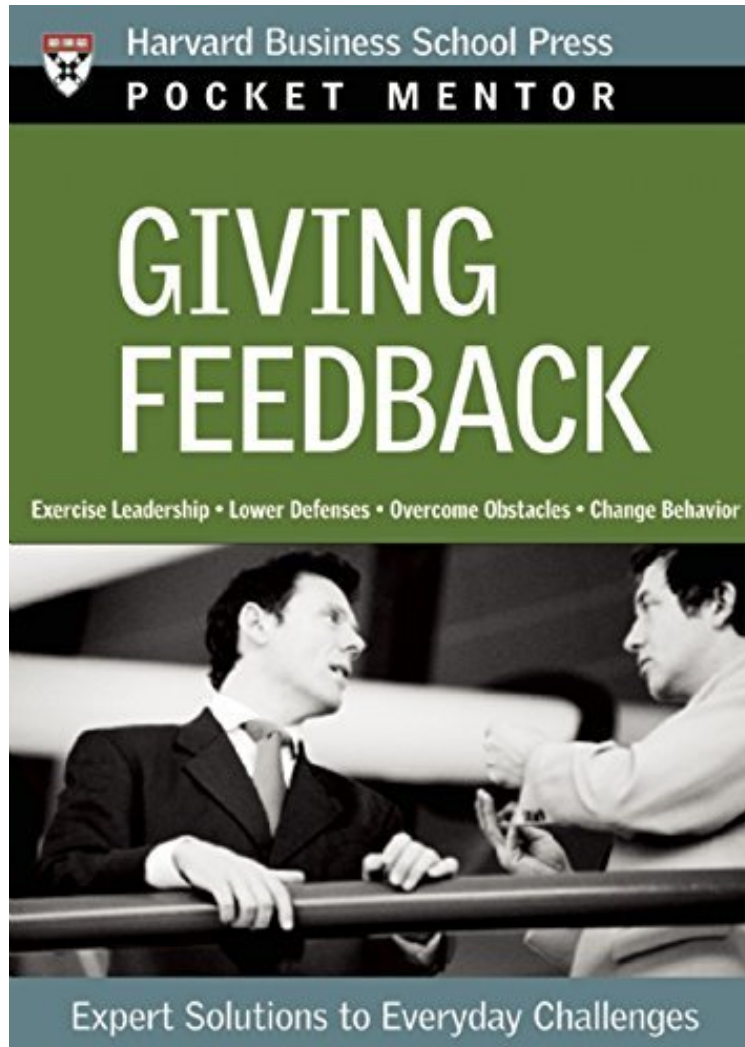


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## Giving Feedback: Expert Solutions to Everyday Challenges (Pocket Mentor)

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**From Harvard Business Review Press : Giving Feedback: Expert Solutions to Everyday Challenges (Pocket Mentor)** before purchasing it in order to gage whether or not it would be worth my time, and all praised Giving Feedback: Expert Solutions to Everyday Challenges (Pocket Mentor):

0 of 0 people found the following review helpful. lightweight on feedbackBy PatrikVery american thoughts on feedback. A civilingenjouml;r version of debriefing without briefing. It lacks models and the why of feedback. Easy used rules and tools for someone who wants a light version of feedback.0 of 0 people found the following review helpful. A Thorough Small BookBy Noah MoerbeekGiving Feedback is a concise book on the topic of both receiving and giving feedback. It provides both facts and sample scenarios for when feedback should be given, how it can be

given, what is good feedback and how it should be received. I found its insights on corrective feedback to be especially valuable and I loved the chart showing what is the easiest to most difficult aspects of a person's work to be influenced by management. The weakest area of the book where the various forms it provided to prepare to give feedback including checklists, planning, figuring out if feedback is worth giving, etc. As a software development manager I work very closely with the CEO and manage a team of programmers, and I think these feedback forms would take too much time to fill out to be practical. The amount of time to prepare these forms in my opinion would discourage feedback. I do think preparation is necessary, especially for corrective feedback, but maxims and a few checklists I believe would be more useful. Overall I am glad I have read the book and I will try to use some of the ideas that I learned from it. 13 of 14 people found the following review helpful. Quick, focused guide on giving and receiving feedback... By Thomas Duff One of the hardest things to do in the business world is give effective feedback to a peer or subordinate. This is followed closely by \*accepting\* feedback from others. If you want a quick guide on how to handle this task more productively, the Pocket Mentor guide titled Giving Feedback: Expert Solutions to Everyday Challenges by Harvard Business School Press is a good option. Contents: Giving Feedback - The Basics: What Is Feedback?; When To Give Feedback; How To Give Feedback Effectively; How To Receive Feedback Openly; How To Manage Feedback Problems Tips And Tools: Tools For Giving Feedback; Test Yourself; To Learn More; Sources For Giving Feedback; Notes The nice thing about the Pocket Mentor series is that you're not required to wade through 200+ pages to learn a skill. This guide is 75 pages of core information focused squarely on giving and receiving feedback. One of the most important things they cover is the difference between feedback, coaching, and performance evaluation. It's all too common for your boss to give you "feedback" when it's really a performance evaluation. Knowing the difference between reinforcing/changing behavior and evaluating work can make a big difference in how seriously the input is taken, as well as what to expect as a desired outcome. They also talk about the level of difficulty when it comes to giving feedback to change a job skill versus addressing a personality characteristic. It's much easier to effect a change on how someone does a particular task as opposed to someone's temper when dealing with a difficult customer. There are some good worksheets and checklists in the Tools chapter that can help formulate your thoughts and approach before you go diving headfirst into a confrontation that may not turn out well... This is an ideal book for someone who's busy, doesn't have an abundance of time to read a full book, but honestly wants to improve in this area...

Good feedback is essential to helping employees perform better at work. It lets people know when they are meeting or exceeding expectations, and when they need to get back on the right track. This practical guide shows managers how to develop and refine this necessary skill.

About the Author Since 1984, Harvard Business School Press has been dedicated to publishing the most contemporary management thinking, written by authors and practitioners who are leading the way. Whether readers are seeking big-picture strategic thinking or tactical problem solving, advice in managing global corporations or for developing personal careers, HBS Press helps fuel the fire of innovative thought. HBS Press has earned a reputation as the springboard of thought for both established and emerging business leaders.