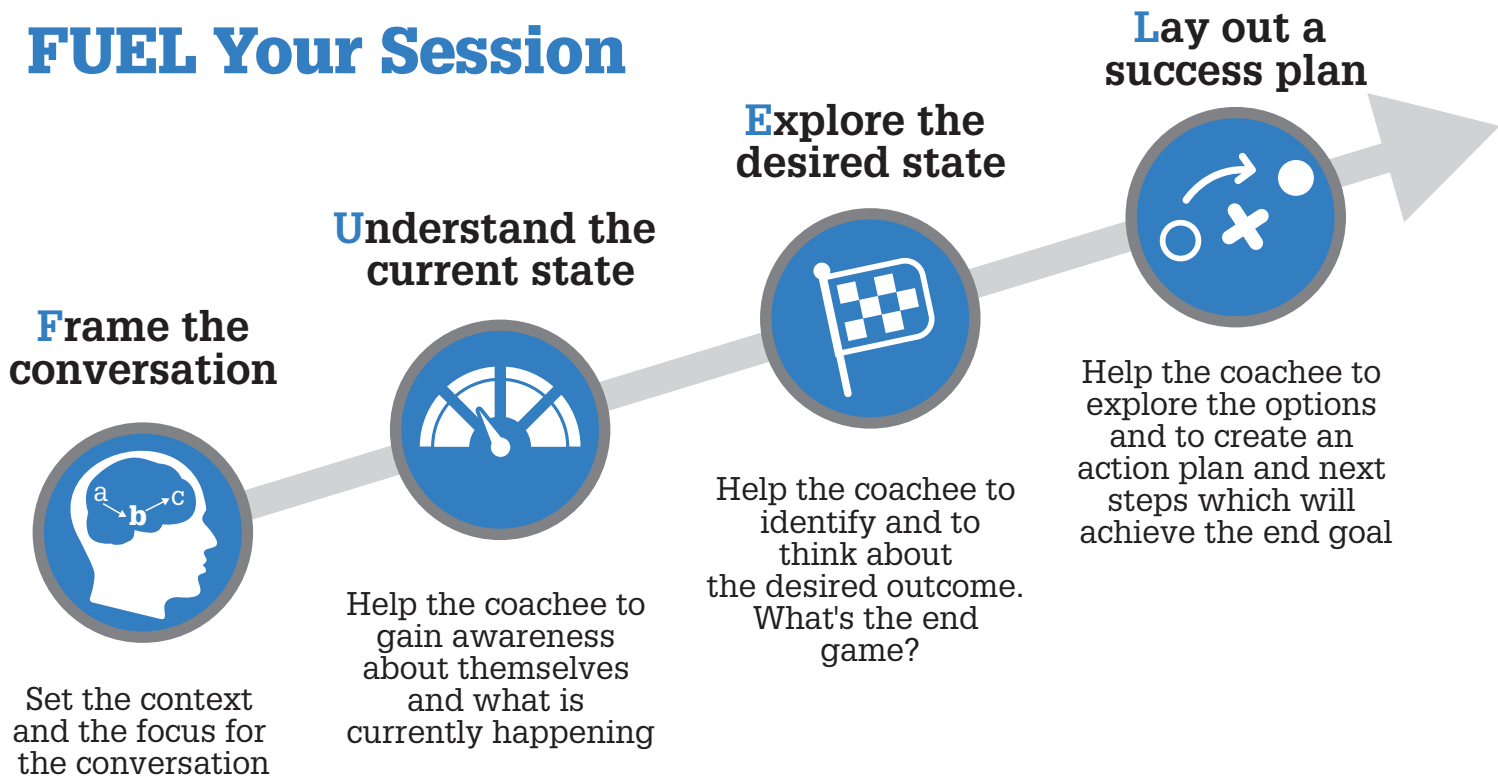


Delivering Negative Feedback

Coaching Blueprint

FUEL Your Session



Power Questions

- | | | |
|--|---|---|
| 1 What is your understanding of the BEER structure and why should this be used when delivering negative feedback? | 2 Which team member did you identify? What was the negative feedback you needed to give? How did you do this using BEER? | 3 How did the team member react to the feedback you gave? Were there any difficulties? What were they and how did you overcome them? |
| 4 Would you do anything differently next time you need to deliver negative feedback? If so, what and why? | 5 Since giving the team member the feedback, what have you noticed about them? What have they changed about their ways of working? | 6 How are you monitoring the team member's progress since delivering the negative feedback? Do you need to give them any more support? |
| 7 Did you need to gather any evidence to support giving this feedback? If so, what types of evidence did you produce? | 8 How will you ensure that when you deliver negative feedback in future it is effective and changes are made as a result of this? | 9 How would you manage a team member if after giving the feedback they didn't change their approach? |
| 10 How would you plan to give a particularly difficult or sensitive piece of feedback to a team member? | 11 How would your approach to giving negative feedback change if you had to deliver it to the whole team? | 12 What does our organisation have in place to support you further if the feedback you have given isn't accepted? |