



## Giving Feedback to Subordinates

*Center for Creative Leadership (CCL), Raoul J. Buron, Dana McDonald-Mann*

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If you're a manager with people who report directly to you, it's important that you give them feedback on their behavior and performance. Most of your employees want to do a good job. Many are unaware of the impact of their behavior on their job performance, for good or bad. Feedback from you, their manager, can help them identify what they are doing well and build on those skills, correct problems, and develop new abilities that improve not just their personal lives but also the organization in which they and you work. This guidebook will tell when you should give feedback, how you should deliver it, and how to manage its results.

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