

# How to Give Constructive Feedback Without Tension

It's natural to feel nervous about giving feedback.

Here are some simple tips to make it easier for everyone involved:

- **Speak soon:** Don't wait too long. Feedback is more effective when it's timely
- **Stay specific:** Point to precise examples rather than giving vague suggestions
- **Stick to actions:** Focus on what the person did, not on their personality
- **Keep it private:** Share feedback one-on-one, unless it's positive praise
- **Add a next step:** Offer a solution for moving forward, not just criticism

# Fast Feedback Learn The Approach And Get The Constructive Reply

**Clemens Wendtner**



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