



# How Much Feedback to Give

## How many pieces of feedback to any individual

NOTE: Obviously every manager's situation is different, so you need to decide how much is appropriate and manageable for you and your team.

**Minimum:** 1 piece of feedback per week.

**Ideal:** 1 piece of feedback per day.

These are averages - you may not give any feedback for 2 or 3 days, but then give 3 pieces of feedback on 1 day. Don't measure it on any given day, but over a period of time (such as a week or month).

What you DO NOT want to do is "save up" feedback so you can do it all at once. Feedback is most impactful as close to the moment of the observable behavior as possible.

## The proper feedback ratio

The ratio of positive-to-negative feedback is based on your rating of the individual.

"A" Player = 90% positive to 10% negative

"B" Player = 80% positive to 20% negative

"C" Player = 70% positive to 30% negative

"D" Player = 60% positive to 40% negative

NO ONE should be receiving more negative than positive feedback.