



Care then Dare

Providing feedback that drives performance and growth



Care

- Value them as a person
- Appreciate their work and contribution
- What behaviours should continue

Dare

- We care and want people to get even better
- Fulfil their potential
- Challenging feedback is only heard if we feel cared for

Continue and Consider

Forward looking actionable feedback



Continue

Continue a specific behaviour because it makes you impactful and effective

Continue **positive behaviour** because **positive impact**

- Continue running your daily team huddle because it creates stronger team cohesion
- Continue having your weekly 1:1 meeting with me because it helps me clarify weekly priorities



Consider

Consider doing a specific behaviour differently to make you more impactful and effective

Consider **positive behaviour** because **positive impact**

- Consider exploring your colleagues views in more detail because it will help your problem solve
- Consider getting more involved in the first 10mins of the meeting because it will give you more credibility.