

PERFORMANCE
APPRAISAL SERIES:

APPROACHING FEEDBACK

2024



**TAKE A MOMENT TO REFLECT ON SOME
HELPFUL OR IMPACTFUL PIECES OF
FEEDBACK YOU'VE RECEIVED IN YOUR LIFE**

WHY FEEDBACK



The power of
perspective



The search for
blind spots



The gift of
feedback

Information others know

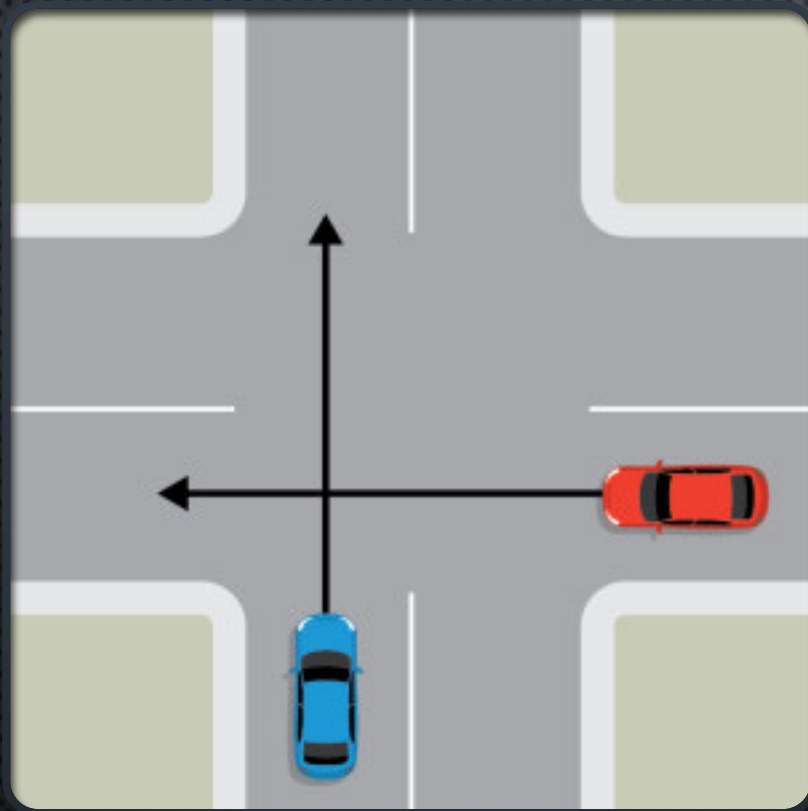
Information that I know



JOHARI WINDOW (LUFTS & INGHAM)

[HTTPS://WWW.YOUTUBE.COM/W
ATCH?V=NC3U_4OTNJS](https://www.youtube.com/watch?v=NC3U_4OTNJs)

CRITICAL FEEDBACK SITS AT THE INTERSECTION BETWEEN TWO BASIC HUMAN NEEDS

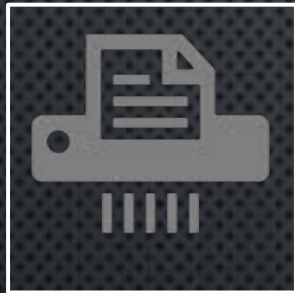


The need to grow and learn



The need to feel accepted,
respected, and valued

WHY DO WE RESIST OR REJECT FEEDBACK?



Truth Triggers:

We feel like the content of the feedback is wrong, unfair, or unhelpful



Relationship Triggers:

The feedback is colored by what we believe about or how we feel treated by the giver



Identity Triggers:

Inconsistent with or threatening to something we believe to be true about ourselves