

THE 3-STEP FEEDBACK PLAYBOOK FOR SCALING TEAMS

IMAGINE8

* *Why This Matters*

Smart people don't fail at feedback because they don't care. They fail because we haven't given them a system. This playbook gives you one.

ASK FIRST



Show vulnerability and invite feedback before giving it.

2 WINS, 2 OPPORTUNITIES



Balance reinforcement and growth.

FRAME AS GROWTH



Feedback is development, not punishment.

Example Script

- “Two things I thought you did well...”
- “Two things you could do even better...”

Pro Tip

Practice this weekly in low-stakes conversations first.

Want feedback coaching tailored to your leaders? Scan the QR code and grab a time in our Calendly.

