



HOW TO GIVE FEEDBACK, THE NETFLIX WAY.

10 simple steps

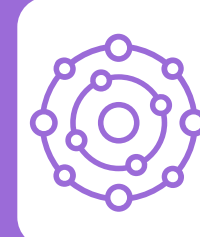




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HOW TO GIVE FEEDBACK, THE NETFLIX WAY.

01



Keep it Radical and Candid

Offer honest and direct feedback, focusing on growth and improvement.

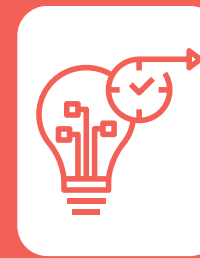
02



Ride the Wave of Context

Explain the situation and its impact to make the feedback relevant.

03



Focus on the Future

Discuss actionable steps for improvement rather than dwelling on past mistakes.

04



Embrace the Feedback Sandwich

Start and end with positives while addressing areas of improvement in the middle.

05



Encourage a Culture of Openness

Encourage a culture where feedback is actively sought after and welcomed.





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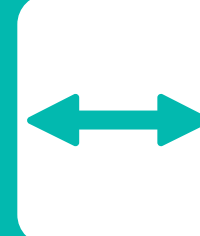
06



Timing is Everything

Deliver feedback close to the event and consider the recipient's emotional state.

07



Make it a Two-Way Street

Invite the recipient to share their thoughts and feelings, making feedback a two-way conversation.

08



Be a Coach, Not a Judge

Focus on helping the person develop and improve, rather than judging their actions.

09



Tailor Your Approach

Adapt your feedback style to suit each team member's individual needs and preferences.

10



Celebrate Progress

Acknowledge and celebrate improvements to boost morale and reinforce the value of feedback.

