

Reinventing the Feedback Sandwich

Traditional Feedback Sandwich

Two Slices of Bread:

Two doses of positive feedback.

Meat in Between:

Sandwiching negative or critical feedback



Weak Feedback Sandwich

Lots of Bread:

Lots of ego-stroking. Other person may not even hear your negative feedback.

Little Meat:

Feedback swamped by amount of bread.



The Untraditional Wrap

Good Amount of Meat and Bread, but Intertwined:

Ask someone what they think about their performance, ask if you could share your impressions as well, and have a discussion about it. There's critique and discussion intertwined.



Open-Faced Feedback Sandwich

Meat:

Significant amount critical feedback

Bread:

And ego stroking as well... but only at the end.



The Paleo Diet Sandwich

All Meat No Bread:

Just that critical message with no ego stroking at all

