Two-way feedback

Boost employee engagement and productivity by focusing on feedback

Honest, frequent, two-way feedback between managers and their teams can be a daunting task. But it's essential to build a healthy, resilient, productive workplace culture.

Feedback forces us to focus on our strengths and weaknesses, and how our behaviours and actions impact those around us and company success.

Yet, most businesses don't use an effective feedback cycle, if at all. Feedback doesn't happen often enough. It's usually untimely and often overly negative.

Constructive and positive feedback are crucial. Positive feedback boosts morale and reinforces the decisive and appropriate behaviours that lead to good performance. Constructive feedback helps people learn and grow.

Weekly10 creates positive feedback behaviours for your people. Our process uses regular, light-touch check-ins to encourage journal style updates that are proven to boost engagement and productivity.

Feedback should be FAST

Frequent
Giving feedback regularly makes the behaviour habitual and more effective.

Specific
Feedback must relate to a specific goal and set out clear expectations.

Appropriate
Feedback should be presented positively, tactfully and simply.

Timely
Feedback should be given within 7 to be most effective.

79% of employees feel they don't get enough feedback

96% of managers say frequency makes giving feedback easier

Weekly10

Key benefits of feedback

Increased motivation
If employees receive positive feedback about their work, they'll feel appreciated and more motivated.

Better performance
Employees' work will reach a higher standard when they know their efforts are valued and when they receive feedback that highlights areas for improvement.

Continuous learning
Quite often, we fall into repetitive, monotonous work routines and we stop learning new things. By giving constructive and frequent feedback, particularly if it includes areas to improve, you teach employees new ways to do things.

Improved relationships
Employees are much more likely to come to you with problems if they know you take note of their activities. Furthermore, if you let them know when you're happy with their work, they will likely continue to work hard to 'not let you down'.

Personal growth
Both positive and negative feedback shows employees their strengths as well as areas to work on. This makes them more self-aware and provides them with invaluable opportunities for personal improvement.

Increased confidence
When you give your employees positive feedback, and let them know whenever they've done something well, you increase their confidence in their work. This makes them feel more secure in their work and helps overcome anxieties and imposter syndrome.

21% increase in productivity

40% increase in retention

37% decrease in absence

44% increase in innovation