



FEEDBACK

# Effective Feedback for Employees

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# The Farm Labor Dashboard

For more information: [uvm.edu/aglabor/dashboard](http://uvm.edu/aglabor/dashboard)

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## COLLABORATIVE PARTNERS:



*This material is based upon work supported by USDA/NIFA under awards  
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# SUCCESS

*Why is Employee feedback important?*

**Contributes to the work environment, employee performance culture, and business growth & success**

Performance  
Enhancement

Improves working  
relationship

Strengthens employee  
engagement



Source: Rafael San Román Rodríguez, "6 tips to give employee feedback effectively"





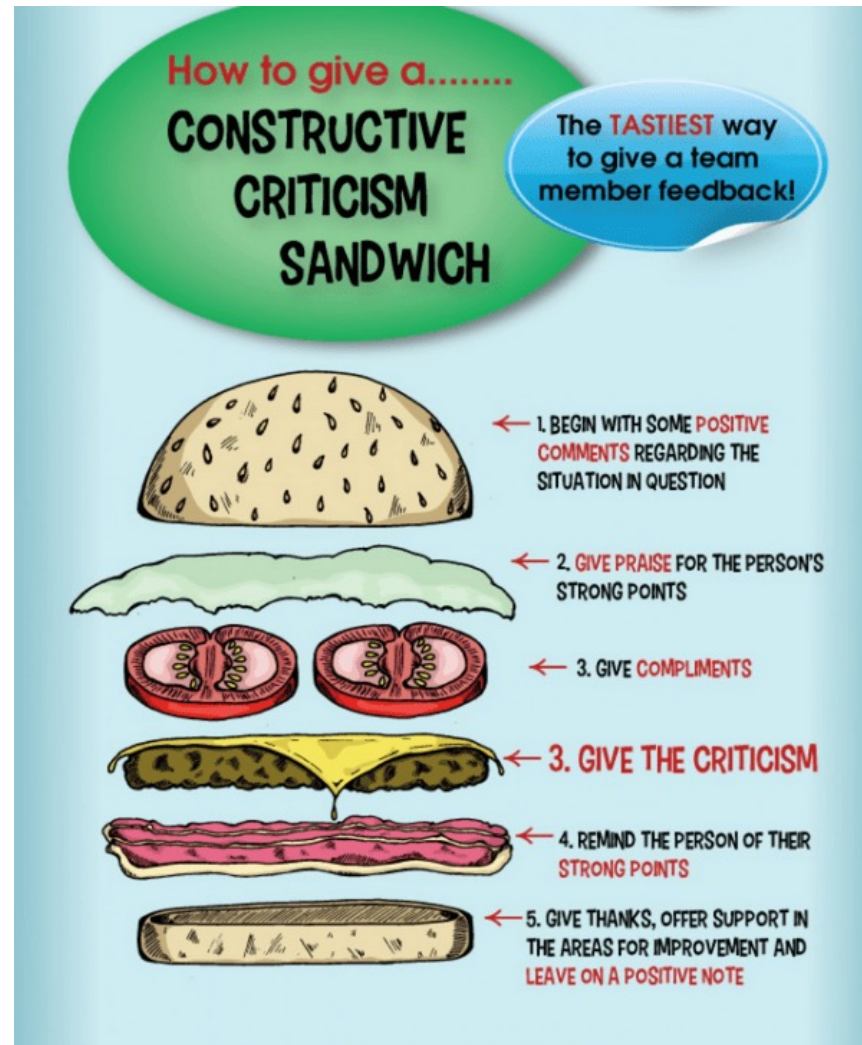
Frequency  
Varied Locations  
Varied Methods

# 7 criteria for effective feedback:

- 1 The feedback provider is credible in the eyes of the feedback recipient
- 2 The feedback provider is trusted by the feedback recipient
- 3 The feedback is conveyed with good intentions
- 4 The timing and circumstances of giving the feedback are appropriate
- 5 The feedback is given in an interactive manner
- 6 The feedback message is clear
- 7 The feedback is helpful to recipient

"Sandwich every bit of criticism between two heavy layers of praise." – Mary Kay Ash

Source: <https://www.fastcompany.com/3039412/the-art-science-to-giving-and-receiving-criticism-at-work>





# Other things to consider...



Source: Business Plans Kit for Dummies. Peterson, Jaret, and Findlay

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Give specific examples

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Don't get personal

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Use a cordial and didactic tone

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Use praise well

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Offer alternatives

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Do not give negative feedback in front of others

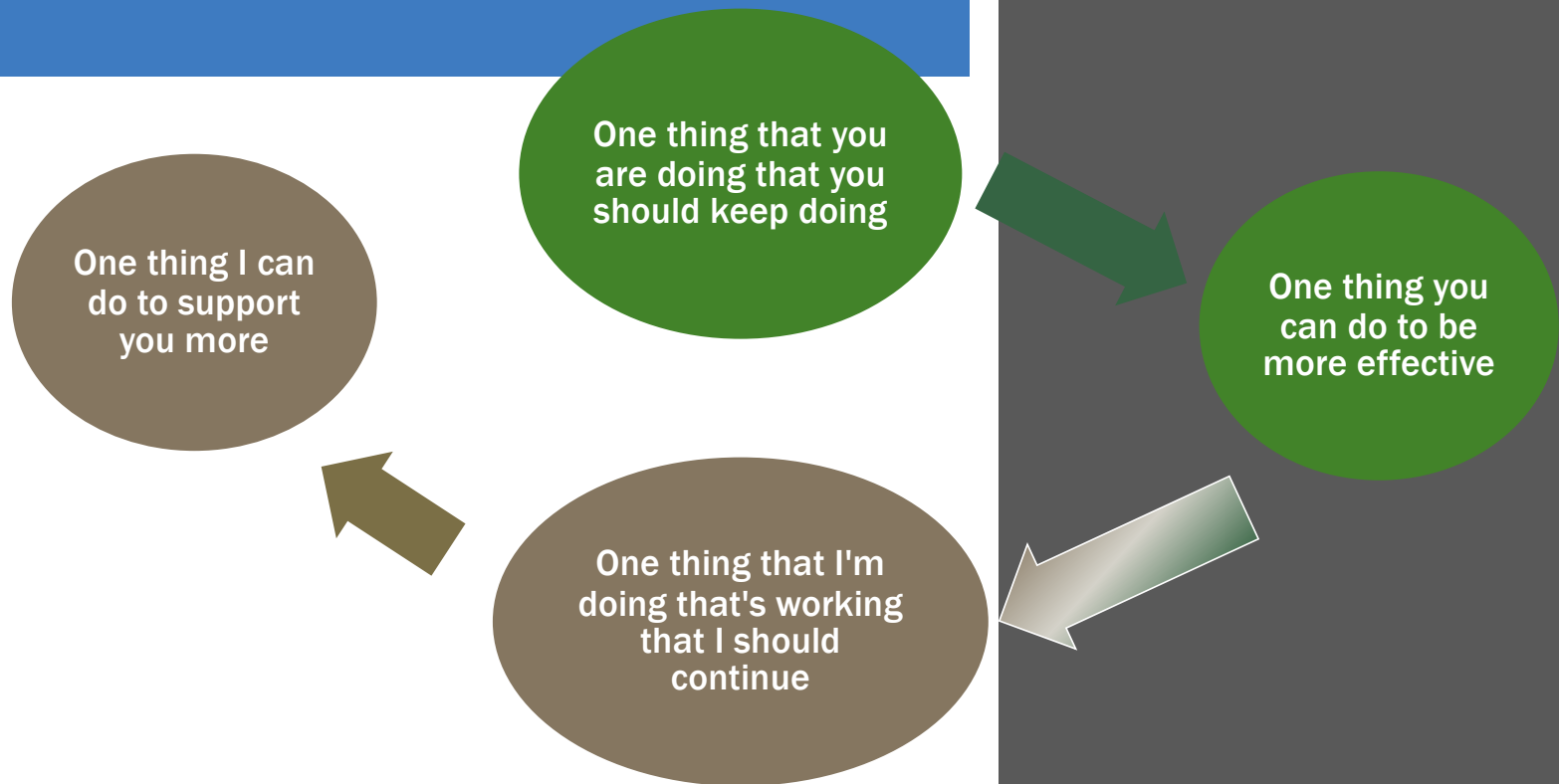
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Source: Rafael San Román Rodríguez, "6 tips to give employee feedback effectively"



# Feedback Loop



# Bottom-line...



Feedback plays an important role in the success of your business!

Your employees feel more empowered when you listen to them.

Asking employee feedback contributes to engagement and work performance.

Providing constructive feedback can lead to improved processes and increased efficiency.

It's a win-win strategy!

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