

# FEEDBACK

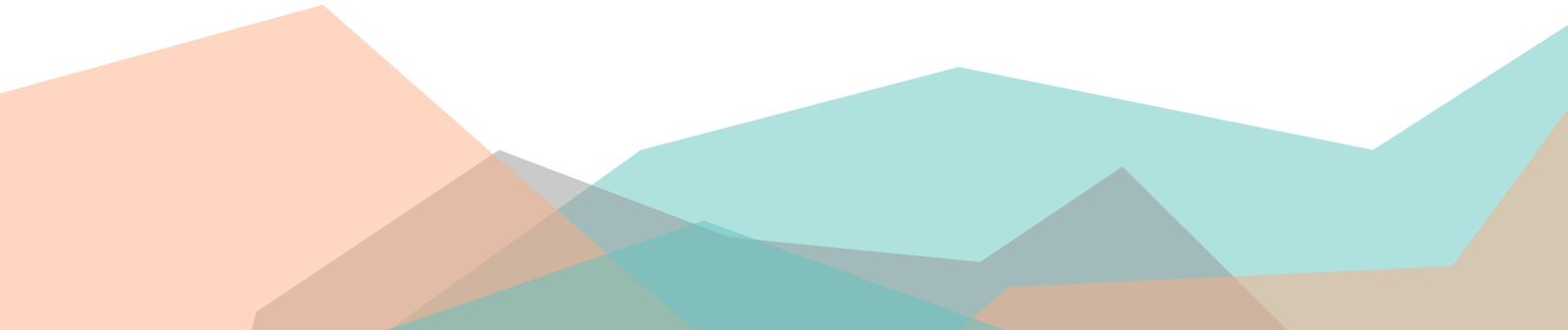
## Giving and receiving powerful feedback



When you're working in the music industry it's incredibly important to know how to provide feedback to others effectively and constructively without causing offence. The music industry provides lots of opportunity for this, in all situations from correcting what a band member is playing, to getting the right sound levels on stage or giving feedback on a performance. Every time you give feedback it's an opportunity to either make or break a relationship so it's an essential skill to master.

It's just as important to learn how to receive feedback... That's because receiving feedback from others is one of the most effective and powerful ways that we can understand ourselves (and develop as a result of this knowledge). How can you develop as an artist when you don't know what needs to be developed?

Work through the following worksheet for support giving feedback and reflect on how well you receive feedback. What would need to happen for you to feel more comfortable receiving feedback?





## Giving powerful feedback

Check in with your personal motive for giving the feedback to ensure it's going to be beneficial for both you and them. Ask yourself, why are you giving the feedback? The purpose of feedback is to enhance performance and motivate. Always have this purpose in mind when planning a feedback conversation. The next essential question to understand before you have the conversation is: what's the outcome you're looking for?

Prepare and structure your conversation, using the table below. It details a quick and easy to use feedback model - AID.

**Action** = what did they do?

**Impact** = what was the impact of that action?

**Desired outcome** = what needs to change moving forward?

Make a note of your thoughts in each of these columns before having the feedback conversation and then use this information to create a statement that you can use to give your feedback. This preparation will ensure that your conversation will be clear, concise and useful. Some feedback can be difficult to hear, so we recommend finishing off the initial feedback statement with a question to encourage a two way discussion... E.g. "what are your thoughts?" or "how does that sit with you?"

ACTION	BEHAVIOUR	DESIRED OUTCOME

# FURTHER INFO

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