

How to Use the More-Better-Different-Less Feedback Model

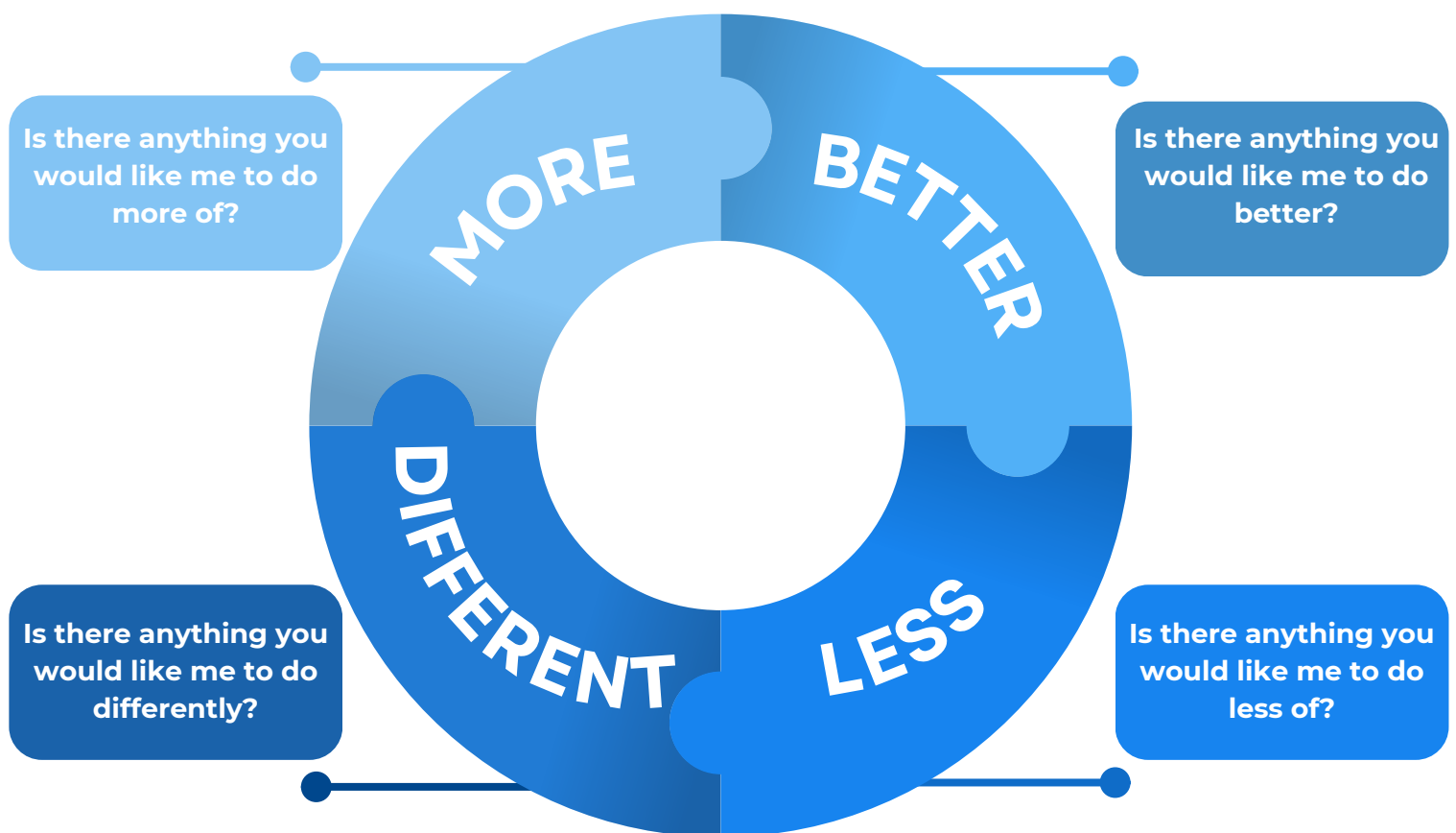
High-performing individuals continuously seek feedback. They don't wait for performance reviews; they proactively seek positive and constructive feedback.

Let's explore the More-Better-Different-Less Feedback Model and how it can help you grow.

What is the More-Better-Different-Less Feedback Model?

This model is a fantastic tool to gather valuable feedback.

It encourages solution-oriented conversations and works for everyone, no matter your role.



How to Use the Model:



PREPARE FOR FEEDBACK

Decide if you're genuinely ready to receive feedback. Don't ask for it if you are not in a space where you are ready to process constructive feedback.

Approach your manager or team leader and casually ask for feedback on four aspects:

Ask Four Key Questions:

"Is there anything I should do better next week?"

"Is there anything I should do less of next week?"

"Is there anything I should do more of?"

"Is there anything I should do differently?"



LISTEN ACTIVELY

Listen carefully without interrupting or getting defensive. Constructive feedback is a gift.



REFLECT AND ACT

After the conversation, reflect on the feedback then to implement those changes next week.



THANK THE MANAGER

Giving feedback especially constructive feedback is hard for managers, so if someone gives you feedback remember to thank them.



KEEP YOUR EXPECTATIONS REASONABLE

Sometimes depending on what is going on operationally a manager may not have a chance to give your feedback and if that's the task, its ok, respect that they are busy and try it again in a few weeks when the situation feel right.

By using the More-Better-Different-Less Feedback Model, you'll foster a culture of improvement and personal development within your team. It's a straightforward approach to gather valuable insights for your success.

Thank you for your dedication to high performance and continuous improvement.

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