

Feedback

"More than 75% of employees say feedback is valuable...yet less than 30% say they ever receive it." [PWC report](#)

Request feedback

You can request feedback on yourself, or a member of your team, at any time.

Give feedback

All respondents are notified of the request and give their feedback on where a colleague is 'doing well' and 'needs support'.

View feedback

Both you and your manager can view feedback, prior to discussing it in your session.

Discuss feedback

You and your manager discuss feedback in a session. This provides the opportunity to learn and develop, and create actions and objectives.

What is continual feedback?

A process where feedback is gathered from your peers, colleagues and manager, as well as a self-evaluation, on a regular basis. This gives you valuable insight into how others see you and the opportunity to discuss this with your manager.

Why is feedback important?

Open, honest feedback is vital for personal development and should be viewed as an opportunity for learning and development. Feedback enables a more objective view on performance and behaviours.

How do I request feedback?

For yourself - go to your profile and click on 'Request feedback'

For one of your team - Go to your team dashboard, and click on 'Request feedback' by their name.

Giving feedback to colleagues

- If a colleague at any level has requested feedback it means that they want it to support their own development.
- Trust and transparency in Open Blend are vital, so the respondents name is shown with their feedback comment.
- Be descriptive and use examples to put feedback into context, where possible.
- Feedback should be clear, straight forward, and honest to support them in understanding it and creating action.
- Provide feedback on your personal experiences and not that of others.

Who can see my feedback?

Feedback becomes available to view after the feedback deadline. It's only visible to you and your direct manager.

Discussing feedback in a session

Open Blend prompts solution-based conversations around feedback, enabling you and your manager to create actions and objectives to help you learn and develop.

Receiving feedback

- Listen carefully and take time to fully appreciate & consider the feedback that someone has taken time to provide.
- Remind yourself that in order to grow and improve in your role it's essential that you're open to feedback.
- Take time to acknowledge where you are doing well
- Ask clarifying questions.
- Identify patterns. Collect all feedback and create actions based on patterns.