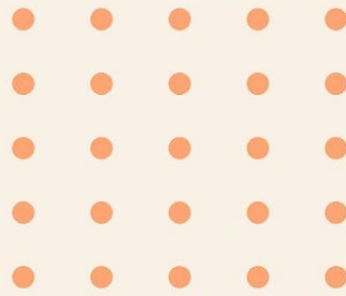




WORDCAMP

KOLHAPUR

2025



Unlocking the Power of Feedback

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Only

26%

of employees strongly
agree that the feedback
they receive helps them
be better at work.





Set Expectations

- Share Performance benchmark & Evaluation parameters
- Provide required tools

Preparation

- Project wise performance
- Positive feedback
- Areas of concerns & Improvement

Self Review



Template

- Goals.
- Accomplishment.
- How you achieved it.
- Competencies assessment with example.

Credit: People illustrations by Storyset

Examples



Situation: A developer tends to work in isolation and does not collaborate well with the team.

Your technical skills are strong, but collaboration is key to our success.

You need to stop being so isolated; it's hurting the team's progress.

I encourage you to share your progress and engage more with the team to leverage collective expertise.

Option 1

Option 2

Examples



Situation: A content writer missed a deadline for an important blog post. It's not an usual behaviour of the person.

You missed the deadline. This is unacceptable and makes you look unreliable

I understand that things can get busy, but meeting deadlines is crucial. Let's discuss how we can better manage your workload to ensure we stay on track.

Option 1

Option 2

Examples



Situation: A team member consistently arrives late to meetings, disrupting the flow and delaying the agenda.

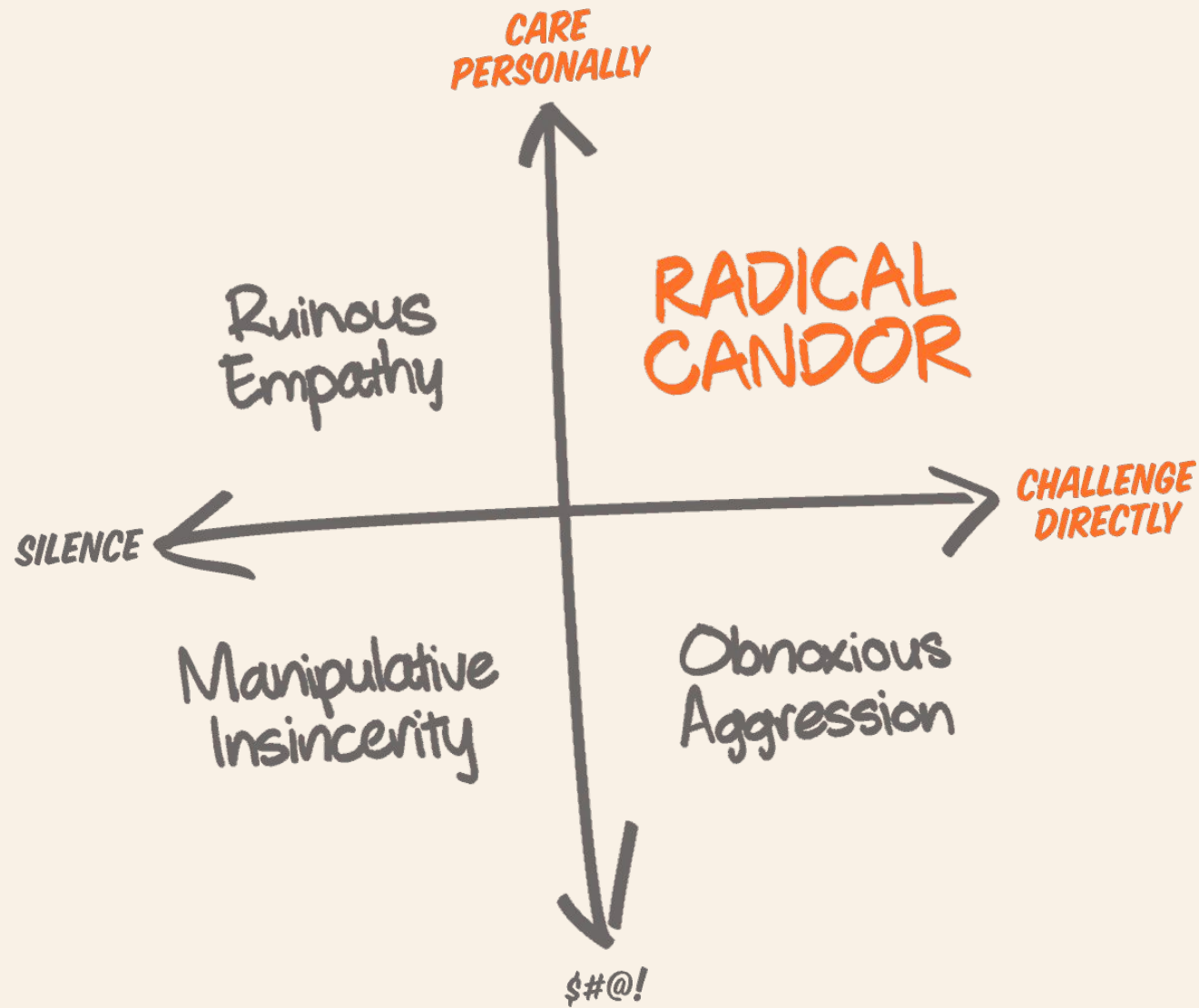
I've noticed that you've been arriving late to meetings recently, which impacts our ability to start on time. Let's work together on finding a solution so we can make the most of our time.

You're always late to meetings, and it's really disrespectful to everyone's time. You need to fix this immediately.

Option 1

Option 2

Format



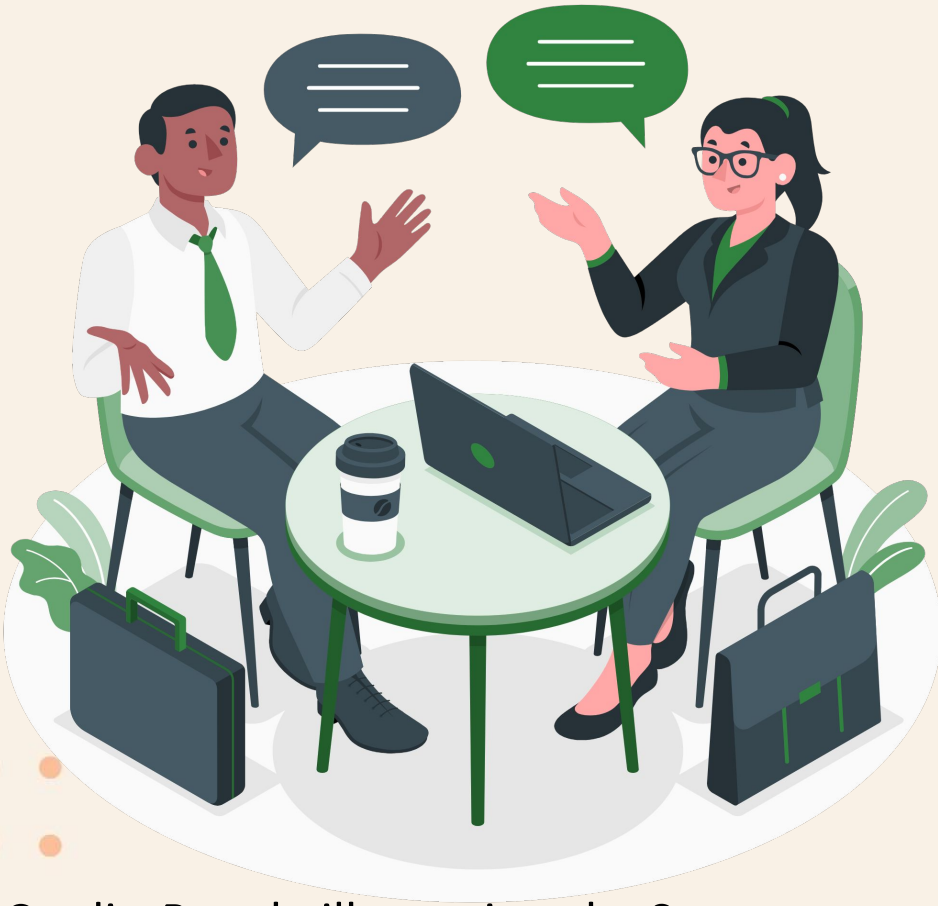
Credit: [Radical Candor book](#)

Format



[Credit: adevait.com](https://adevait.com)

Review



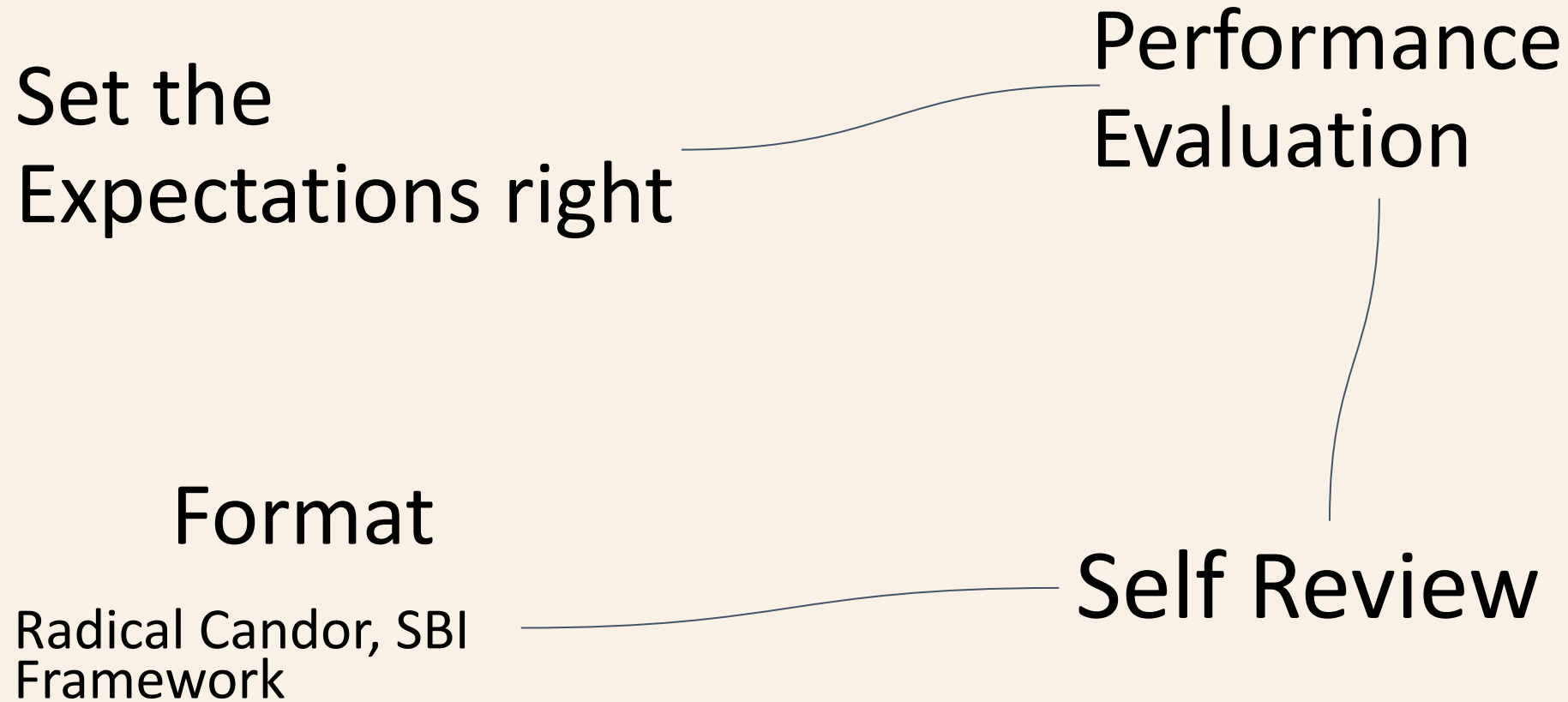
- Appreciation.
- Coaching
- Evaluation

• Credit: People illustrations by Storyset

“Clear Is Kind. Unclear Is Unkind.”

— Brené Brown

—Summary





Do you have any questions?

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MULTIDOTS