

The **whys** and **hows** of **UPWARD FEEDBACK**

Why is upward feedback important?

Upward feedback not only creates a **deeper, more meaningful development conversation** but also facilitates discussion for **clear expectations** between both the supervisor and team member. It provides **support for leaders, emphasizes a growth mindset** and **improves overall team performance**.



"Upward feedback given to me was appreciated. It allowed me **insight of what the staff member needed** me to be for her to feel supported."

- Renee Wilson



"I always find the feedback I receive from team members invaluable. Regardless of position/rank/title, we are all human and **benefit from both affirmation and constructive feedback.**"

- Martha Smith



"Knowing where I am excelling or what I've brought to the team **encourages me to contribute even more.**"

- Jessi Basler

How does upward feedback work?

100%

ANONYMOUS

Team members can **provide their supervisors with feedback in a 100% anonymous way**. No names are ever associated - regardless of team size.

Scan the code below to view the **ENGAGE 2.0 Quick Reference Guide** to learn more about the benefits and tips to provide great feedback.



ENGAGE 2.0



Still have questions?
Check out the ENGAGE FAQs!