

Level Up

GUIDE

THE FEEDBACK
PROBLEM

W/JOHN BARRETT

LEVEL UP



SESSION SUMMARY:

Did you know that 79% of employees say they lack motivation to excel at work? In this video, you'll discover why ineffective feedback may be the missing link in your leadership—and how improving the way you communicate with your team can dramatically change performance, motivation, and engagement. You'll learn why many leaders unintentionally create a feedback gap and how that gap can hold teams back from reaching their potential. As you watch, you'll begin to understand the two critical types of feedback that every leader must master if they want to develop people and build a high-performing team. This leadership teaching will challenge you to rethink how you communicate with your team and how feedback shapes culture, trust, and results. When you learn how to provide the right kind of feedback at the right time, you create an environment where people feel encouraged, guided, and motivated to grow.

GROUP QUESTIONS:

- How do you typically respond when you receive feedback - both positive and constructive? What makes feedback easier or harder for you to receive?
- The lesson mentions that 79% of employees don't feel motivated due to lack of feedback. Have you experienced this in your own work or leadership roles? How did it affect your performance?
- What's the difference between correction and criticism? How can we ensure our corrective feedback comes from a place of genuine care rather than frustration?
- Why do you think many leaders struggle to give both encouragement and correction? Which one comes more naturally to you, and which is more challenging?
- Think about someone who has given you excellent feedback in the past. What made their approach effective? How did it help you grow?
- How can we create a culture where feedback flows both ways - where team members feel safe to give feedback to their leaders as well?
- What are some practical ways we can make feedback a regular part of our relationships rather than something that only happens during formal reviews or when problems arise?

APPLICATION:

This week, identify one person in your sphere of influence who could benefit from more intentional feedback. Commit to having one meaningful conversation with them that includes both encouragement for what they're doing well and gentle guidance for an area where they could grow. Focus on making your feedback specific, timely, and delivered with genuine care for their development.