Recipe

Constructive, unbiased feedback

**Ingredients:**

- **Situation:**
  - When and where
  - Be specific
  - Describe clearly and objectively
  - Focus on actions. Not personality

- **Behavior:**
  - How were you affected?

- **Impact:**
  - How were others affected?

- **Next:**
  - Open a door to an improvement path
  - Suggestions for a do-over