

Developing a Feedback Culture - Episode 417

Being a part of the Body of Christ means we each have different roles.

If we're going to be a healthy body, we need to talk to one another, communicate with one another, watch one another's back and grow in our abilities to play the role He has placed us in.

We ALL need honest feedback on what we are doing well and how we can get better. Teams that do this well are healthier and probably accomplish more, too. And that's what we want: **healthy and high-performing teams, accomplishing the mission God has given us.**

In this episode, Amy and Sean explore how creating a culture where feedback flows freely strengthens relationships, develops people and increases the effectiveness of our ministries.

Key Quotes

1. AMY: "Clarity and kindness are both essential to having a healthy culture of feedback."
2. AMY: "Learning how to effectively give and receive feedback is one of those critical skills that any of us who are leading other people need to be good at."
3. AMY: "Healthy organizations, healthy teams help people reduce their blind spots by providing clear and kind feedback."
4. AMY: "Finding the right motivation is another first step to develop a culture of feedback."
5. AMY: "Developing a culture of feedback means we also leverage it to reinforce the good things that our team members are doing."
6. SEAN: "In a ministry setting, we often don't see ourselves as a coach, and because of that, it holds back the feedback that really needs to be shared."
7. AMY: "Leaders who receive feedback create safe spaces for others to do the same."

Self-Assessment: How Are We Doing?

1. On a scale of red/yellow/green, how comfortable are we as leaders with feedback? If red or yellow, what could we or should we change to improve our comfort around giving and receiving feedback?
2. What is our motivation for providing feedback? Does that motivation make it easier or harder for us to give feedback to one another?
3. How often do we recognize the *good things* our leaders are doing? Is there a healthy balance between recognizing achievements and addressing gaps?

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