

The Feedback Trap

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Simone Janson (ed.)



Understand communication manipulation techniques & the power of rhetoric, learn repartee emotional intelligence & resilience

Handle Critics Offenses & Sabotage

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Introduction: Information, Experiences of Success, Inspiration - you'll find all that in this Book

Dear readers,

glad we could convince you of the 4th, significantly extended edition, like thousands of readers before. Because this book makes your success tangible: In the following pages, you will not only encounter expert knowledge, but also a wealth of practical tools and resources that can help you achieve your goals and realize your full potential.

Achieve Goals Interactively: Awards, Press Reviews, Customer Feedback

For its interactive concept, the publisher was not only awarded the Global Business Award as Publisher of the Year by Corporate Vision Magazine and supported by the Minister of State for Culture and Media of the Federal Republic of Germany, but also repeatedly recognized in renowned media such as **ZEIT**, **Süddeutsche**, **personalmagazin**, or the special magazine **Personalführung**. For example, the **FAZ**, one of the most influential Newspapers in Germany, attests to us "good actionable tips" and customers like the **Press and Information Office of the German Federal Government** are enthusiastic. You can find many more reviews as well as information on free review copies at <https://best-of-hr.com/press/>.

Renowned experts from various fields - overview in the table of contents - have compiled their expertise and experiences to provide you with valuable insights and advice, practical and condensed. As a reader, you will also receive working materials as part of your book purchase, which you can download for free at <https://best-of-hr.com/academy/>. In addition, workbooks are available to help you reflect on the inspirations from this book.

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specifically tailored to your needs, we want to ensure that you make the most of this reading experience.

Your Benefit in concrete Terms: Content, Organization and Structure of the Book

Briefly and concretely this is your benefit from this book: You support certified climate protection projects, quickly receive compact information and checklists from experts as well as access to AI extensions and the possibility to individually live your inspirations as an experience. Because on the one hand it is important to see feedback and criticism as opportunities to develop personally. On the other hand, you quickly get caught in a feedback trap in which you put other people's opinions above your own. It is important to constantly balance the golden mean between your own goals and the feedback you receive from superiors and colleagues, for example. Because it is also important to question them, to recognize interpersonal power games, acts of sabotage as well as communicative tricks and tactics of other people and to understand manipulative communication strategies. This book offers the strategic arsenal to be communicatively armed for every situation.

You will receive valuable resources through this [unique publishing concept](#) that will enhance your knowledge, stimulate your creativity, and make your personal and professional goals achievable. This allows you to discover new ways, expand your thinking, and improve your skills to experience success. You will receive concrete advice, proven methods, and strategies to overcome challenges and overcome obstacles. By providing specific action steps and practical guidance, you will learn how to define your goals and develop plans to progress step by step. The clear structure and our special, highly detailed table of contents support you in quickly finding the desired information and implementing it directly into practice.

This is not only contributed by the expert articles of renowned experts but also by numerous inspirations from successful managers, entrepreneurs, and other exciting personalities. Their stories and experiences serve as vivid examples of how challenges can be overcome and goals can be achieved. Through their inspiring narratives, you gain insights into proven strategies and practices that you can apply to your own situations. Different, and potentially contradictory, aspects of the topic are deliberately addressed. This allows you to examine, reflect on, and weigh the various pros and cons optimally. This ultimately enables you to gain different perspectives and improve your knowledge to develop a deeper understanding of complex topics and find innovative solutions.

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One of the greatest strengths of AI is its ability to process large amounts of data and recognize patterns. By using machine learning algorithms, AI can learn from this data and make predictions. This enables you to make informed decisions, optimize your strategies, and even solve complex problems. Whether it's your personal career management, optimizing communication processes, or improving work efficiency - AI can help you achieve your goals more effectively.

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So you see: from cost savings to access to knowledge and education, to the opportunity to experience and live your own successes, to inspiration for entrepreneurial activities, and the possibility to earn money with our publishing house - reading our books can provide you with financial benefits in various ways.

Feedback in everyday leadership: 12 practical tips for constructive criticism

// By Chris Wolf, Heinz Jiranek

In the case of feedback with positive and negative content, you have a great responsibility here, which you as a professional have to face to a special degree. Do you really have to say everything?

Feedback and leadership

“The best way to do this is to ask how the employees are doing and take note of the answer graciously and without results. And if you want or need to tell your people something, just call it feedback. Since they must not look up! Because they have learned that they have to accept feedback. The seminars are worth it! ”

Like any definition of such a complex subject, we also focus on the definitions that we prefer. This view is very result-oriented, and a leader must always ask himself what would be different if she did not take her role.

What brings leadership?

What is the benefit created by their leadership? Why and what is the performance of employees by the boss better? If employees express a sigh of relief that they can simply be allowed to work in peace, then it could be exciting to find this benefit.

If employees with enthusiasm and perseverance perform significantly better with one boss than with another boss (on comparable terms), then it is likely to have such a benefit.

In the event of a conflict, you should always ask yourself what you absolutely have to tell whom and what you can simply leave behind. Because an essential part of this performance-promoting culture is the feedback culture that enables, maintains and promotes a manager. But does this culture really make sense?

Resonance Feedback

The leader follows Daniel Goleman's well-known quote:

“We see intellect and the ability to think clearly as essential requirements for a leadership position. But intellect alone doesn't make a good leader. Executives realize a vision by motivating, directing, inspiring, listening to, and convincing their employees - and above all by generating resonance. ” Resonance feedback is

one of the means to generate and use this resonance, and thus a central management instrument.

Separate feedback and rating?

The naive conclusion is: "Then we simply separate feedback and evaluation!". However, this is an idea whose implementation is simply impossible. Of course, when you give feedback, you talk about perceptions you have and not about the personality of the other person. However, the separation in the head of the feedback recipient is often not so easy.

We assume that you refrain from any interpretation of the personality ("You are so!") And only represent your perception. However, this can become blurred in the feedback recipient's head. You cannot avoid responsibility for the feedback you give.

Attention, greatness!

The greatest dangers here, of course, lie in the megalomania of the feedback giver, who may be overestimating himself, in receipts and all statements ("They are always like this ...").

Ultimately, care is needed here - completely unromantic and unsatisfactory for the pragmatist. The Socratic sieves, which will be discussed in more detail in the following section, are a good heuristic for everyday life.

12 Tips for your feedback during the day of leadership

For the professional context in leadership as well as in training, we would like to offer you a set of questions that can be answered before any particularly responsible feedback. The answers to this are subject to your personal assessment.

1. Is the situation appropriate for this feedback? Do I have enough time and am I the right person for it?
2. Is there someone who could possibly better place this feedback? Does the relationship between me and the feedback taker fit the content of the feedback?
3. Why does it urge me to get rid of the feedback? (Is it perhaps more the pressure of the Senftube than the expected resonance?)
4. Will the feedback recipient want to know the content of the feedback? Would you like to know the content of the feedback in its place?
5. Will the feedback recipient be able to do anything with the feedback? Can you help him with this? Can you properly identify that this is your perception and not the truth?
6. What consequences might this feedback have? Also on your relationship with the feedback?
7. What is the appropriate dose?
8. What if you DO NOT give the feedback?