

Thanks For The Feedback: The Art of Giving and Receiving Feedback



Thanks for the Feedback: The Science and Art of Receiving Feedback Well by Douglas Stone

★★★★☆ 4.6 out of 5

Language	: English
File size	: 5380 KB
Text-to-Speech	: Enabled
Screen Reader	: Supported
Enhanced typesetting	: Enabled
X-Ray	: Enabled
Word Wise	: Enabled
Print length	: 329 pages



Feedback is essential for growth and improvement. But it can also be difficult to give and receive, especially when it's negative. In their book *Thanks For The Feedback*, Douglas Stone and Sheila Heen offer a practical guide to giving and receiving feedback in a way that is both effective and respectful.

Stone and Heen argue that feedback is most effective when it is:

- **Specific:** Focus on specific behaviors, not general qualities.
- **Actionable:** Provide suggestions for how the person can improve.
- **Timely:** Give feedback as soon as possible after the event.

- **Respectful:** Be mindful of the person's feelings and avoid being judgmental.

They also offer advice on how to receive feedback in a positive way. They suggest:

- **Listening attentively:** Pay attention to what the person is saying and try to understand their perspective.
- **Asking questions:** Ask for clarification if you don't understand something or want more information.
- **Thanking the person:** Express your appreciation for their feedback, even if it's negative.
- **Considering the feedback:** Take time to reflect on the feedback and consider how you can use it to improve.

Thanks For The Feedback is a valuable resource for anyone who wants to improve their communication skills and build stronger relationships. It is a practical guide that is full of actionable advice that can be used in all aspects of life.

About the Authors

Douglas Stone is a co-founder of the Harvard Negotiation Project and the author of several books on negotiation, including *Getting to Yes* and *Difficult Conversations*. Sheila Heen is a co-author of *Difficult Conversations* and the author of *Thanks For The Feedback*.

Reviews

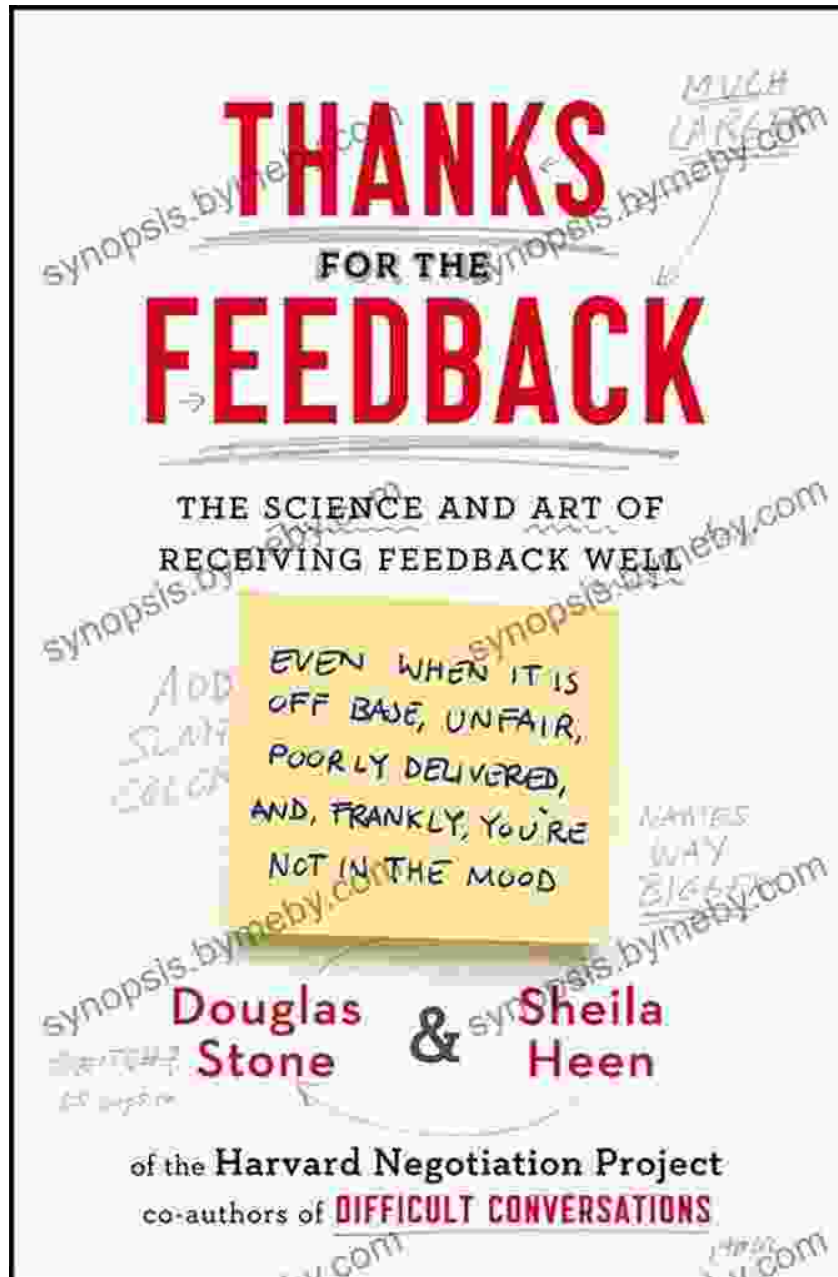
"Thanks For The Feedback is a must-read for anyone who wants to improve their communication skills and build stronger relationships." - The New York Times

"Stone and Heen offer a practical guide to giving and receiving feedback in a way that is both effective and respectful." - The Wall Street Journal

"Thanks For The Feedback is a valuable resource for anyone who wants to improve their communication skills and build stronger relationships." - Forbes

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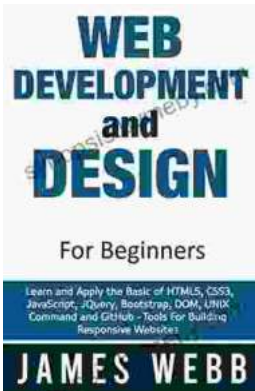


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