



KEY POINTS - Tips to Providing Feedback

1. Focus on areas of agreement and provide praise for accurate self-assessment.
2. Focus on areas of strength as well. Spread this focus on strengths across the conversation.
3. Do not focus on every single weakness or area of disagreement; select 3-5 of the most important areas.
4. End on a positive note! Highlight the JobTIPS user's strengths again, and remind them that everyone has weaknesses.