



# FUEL YOUR PERFORMANCE WITH THIS SIMPLE FEEDBACK MODEL

Do you love to learn new things and push beyond your comfort zone?  
Hungry for opportunities to improve?

Does your workplace provide regular feedback opportunities?

Whatever your job, wherever you work, **feedback is fuel for success.**

In traditional organisational structures with old fashioned ways of working, feedback was historically **'pushed' in one direction** (manager to employee), **episodic** (often given only in formal reviews) and **focused on past mistakes** that can't be fixed.

Research shows employees often feel feedback happens 'to' them. The modern workplace is very different – employees have the opportunity to be more in control of their own development and growth.

**Actively seeking feedback is one of the key attributes of a high performing employee.**

A high performing employee thinks of themselves as a 'work in progress' and is always thinking about how they can improve.

Asking questions to gather data (aka feedback) about your performance is very powerful.

## What research tells us about feedback

**65%** of employees want more feedback.

**69%** of employees would work harder if they felt their efforts were better recognised.

**60%** of people would like feedback on a daily or weekly basis.  
(this increases to 72% for employees under age 30).

**80%** of gen Y employees prefer on the spot recognition over formal reviews.

## Feedback microdosing: Introducing **More Better Different**

Often, employees can experience feedback as criticism, delivered too long after the fact.

Research shows **feedback is helpful when it's immediate and constructive.**

Global consulting firm Gallup refers to this as 'early and often' we like to call it feedback microdosing.

*More Better Different* is an employee-led feedback model that empowers you to proactively seek feedback from your leaders and peers.



[hearttalentcollective.com.au](http://hearttalentcollective.com.au)

*"We all need people who will give us feedback. That's how we improve."*

Bill Gates

**More Better Different centres on three simple yet powerful questions:**

1. What do I need to do more of?
2. What can I focus on doing better?
3. Is there anything I should do differently?

These questions can be asked at any time, in normal everyday situations in the workplace – no need to wait for weekly 1:1 meetings or performance reviews.

Stay on top of your own development by pulling effective feedback in real time.

**More**

Question 1 pulls feedback about what is going well, which is empowering and motivating!

It will help you identify and understand your positive behaviours, so you can focus on delivering more of the good stuff.

**Better**

This question helps you understand what's not going so well and identify areas for improvement.

Using this model, you 'pull' the feedback from your manager, leader or peer – a courageous and empowering process that puts you in the drivers' seat of your own development.

**Different**

The final question in this model allows you to pull feedback about things you're doing which need to change or evolve.

Gathering this feedback via a pull mechanism means you can more easily 'own' it, digest it, and use it constructively.

## Benefits of **More Better Different**

- **Pulling power:** Using a 'pull' mechanism is proactive and empowering.
- **Specific and meaningful:** Direct but open-ended questions will elicit specific, meaningful responses which can be easily actioned.
- **A shift in power:** You're in control! This model creates ownership of your growth and progression.
- **Creating a feedback-rich culture:** It's time to 'normalise' feedback in teams and organisations. This model makes feedback part of the 'everyday', helping to create a culture that encourages, embraces and benefits from feedback conversations.
- **Improve psychological safety and trust:** Normalising feedback conversations builds trust and creates an environment where people feel safe giving and receiving feedback.
- **Give feedback a rebrand:** It's time to stop dreading feedback. This model helps everyone shift from feeling awkward and fearful about feedback – to embracing it.

### **Don't let feedback happen 'to' you.**

Take control of your own development and growth with **More Better Different**.