



UPWARD FEEDBACK

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You CAN Handle The Truth: Making Upward Feedback Less Scary

Vocabulary

In your organization, what terminology feels the friendliest?

Audience

Where could you deploy upward feedback that would have the highest levels of impact/acceptance?

Benefits

What are some of the offensive/defensive benefits of UF for this audience?

What do you perceive as the biggest fears around UF in your organization?

Use Case:

Which use case can you see using UF for?

Leadership Development:

☐

Team Development:

☐

Employee Engagement:

☐

Other? _____

☐

Leadership:

What leadership allies do you have in place to support upward feedback?

UPWARD FEEDBACK ROADMAP

BEFORE

Management

- Lots of questions!
- Gathering of feedback groups
- Planning & communicating

Participants

- Participation in choosing raters

Raters

- Nothing to do yet, relax!

DURING

- Lots of questions!
- Lots of reminders
- Tracking and engaging in communication

- Self-Assess (if applicable)
- Encourage direct team to engage

- Give your feedback
- Encourage others/stay out of the rumor mill

AFTER

- Lots of questions!
- Support for rollout
- Highs & Lows

- Rollercoaster of emotions
- Utilize ALL resources

- Be mindful of impact and behavior shifts
- If retaliation occurs go to Talent, HR, or Ombudsperson ASAP

Change Management

The Kübler-Ross Change Curve shows the emotional response to change & feedback.



UPWARD FEEDBACK RESOURCES

READING

- [How to Get Upward Feedback: Why you should love it and how](#), Fringe PD
- [More Harm Than Good: The Truth About Performance Reviews](#), Gallop
- [Five Reasons Upward Feedback Sucks and How to Fix It](#), Fringe PD
- [Embracing the Vulnerability in Upward Feedback](#), Fringe PD
- [How to Give Feedback People will Actually Use](#), HBR

TOOLS

- [Fringe Insights: Upward Feedback for teams and individuals](#)
- [Fringe Insights Window: Self-Awareness Tool \(FREE\)](#)

STAY IN TOUCH!



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