



## Tell Me How Im Doing: A Fable about the Importance of Giving Feedback

By Richard L. Williams Ph. D.

AMACOM/American Management Association. Paperback. Book Condition: New. Paperback. 128 pages. Dimensions: 8.4in. x 5.4in. x 0.5in. Just imagine being completely denied any feedback whatsoever -- no guidance, no praise, and no constructive criticism for the things you do. If you received no input at all, how much initiative would you demonstrate? Would your productivity be high, or low? What would your morale be like as time went on? And if you experienced this kind of treatment in the workplace, how likely would you be to turn down a job offer to go somewhere else? The sad fact is that most of us take feedback for granted. But interpersonal feedback is a critical nutrient for everyone, whether at home, at work, or elsewhere -- the psychological equivalent of food and water. Without strong, clear feedback to use as a reference point, people are incapable of functioning fully and productively. Yet as important as it is to let people know how they're doing, most of us lack the skill to consistently deliver good, constructive feedback. *Tell Me How Im Doing* illustrates the importance of feedback using a simple fable in which a beleaguered manager recognizes the enormous impact feedback can have in his...



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