

1. Why is feedback important?

Simply put, feedback is critical for personal and professional growth. In order to reach our goals in the workplace, we need to work well as individuals and as a team. In order to work well together, we need strong relationships full of honesty, support, and mutual respect. When we foster these fundamental ideas, a feedback culture is created and teams can thrive.

2. Building a culture? That sounds time consuming...

Workplace culture can be conceptualized as the shared values, belief systems, attitudes, and the set of assumptions that people in a workplace share. The key part here? These items are shared by all in the workplace. While building a culture may sound daunting, it is tackled one piece at a time like anything else. You can start small with the tips we share in number three. When you're looking to dive into culture more comprehensively, consider taking the course: [Creating a Culture That Inspires Your Employees](#) on LinkedIn Learning.

Building a Feedback Culture Tips

Build Trust Listen Provide Support

3. Ten building blocks for cultivating a feedback culture:

1. Create safety: allow disagreement and differing opinions in meetings. Employees need to see all viewpoints are welcomed.
2. Learn to listen: in order for feedback to be offered, staff members need to feel heard.
3. Put your employees first: their needs and feedback should always be prioritized in check-in meetings. New business from a supervisor should be the last agenda item.
4. Schedule regular one-on-ones: and keep them. Schedules get busy but resist the urge to cancel or reschedule one-on-one meetings with the staff you supervise. Frequent changes can make them feel unimportant.
5. Admit when you make a mistake: supervisors are human, too!
6. Use an individualized approach for appreciation. Learn what makes each team member feel recognized for their hard work.
7. Trust your team members to do the job you hired them to do.
8. Ask more questions and always assume positive intent.
9. Support your team member's growth and priorities. Working relationships have to have mutually beneficial goals.
10. Take initiative with your team members. This includes getting to know them, asking their opinion, etc. When a supervisor takes initiative, team members will follow.

4. We are here to help!

Shifting culture or implementing new practices with your team can be a large undertaking. The Professional Development Center (PDC) is here to help! Visit [our website](#) to see some other resources that can help you along the way.

You may also be ready to dive into more training on your own- that's great! Consider taking the following LinkedIn Learning Courses to support your feedback culture:

[Improve Your Listening Skills](#)
[Refresh Your Workplace Social Skills](#)
[Vulnerability: The Workplace Superpower Disguised as a Weakness](#)

Need help accessing LinkedIn Learning? View instructions [here](#).