Demonstration of Feedback Implementation

What is demonstrating feedback implementation?

Xelay views feedback as a crucial **tool for career advancement** and professional development. Peers spend ≥50% of their time providing feedback to coach and develop each other to ensure the growth and development of everyone. While the feedback giver keeps their part of bargain, feedback receiver can keep theirs by sincerely demonstrating feedback implementation to build credibility and improve team's efficiency.

Demonstrate feedback implementation to improve credibility and efficiency

- Credibility:
    - **Good demonstration** of feedback implementation builds receivers credibility and strengthens the trust between feedback receiver and giver
    - **Suboptimal demonstration** ruins receiver's credibility and giver's trust in feedback receiver; feedback giver will not choose the receiver to be on their team and will not want them as their colleague.
- Efficiency:
    - **Good demonstration** will improve the efficiency of communication by eliminating all the unnecessary rounds of iterations
    - **Suboptimal demonstration** will waste up to 30 days due to lack of or suboptimal demonstration of implementation, caused by 5-10 rounds of iterations at an interval of 3 days each

Good demonstration of feedback implementation can be done by following 4 steps

- Verbatim Feedback:
    - **List** previous feedback verbatim
    - **Bucket** the feedback if necessary
- Indicating Words: Indicate that the feedback was implemented with words such as **"DONE"** or **"COMPLETED"**
- Summary: Write a brief summary of **how** the feedback was implemented
- Visuals:
    - Use **screenshot(s)** or **track changes** to show and prove how the feedback as implemented
    - **Outline** (red boxes) the specific parts if it's a slide to be reviewed