

# Tips For Providing Feedback On Performance Weaknesses

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 Interactive Instruction and Feedback  
 Radical Candor

*Tips For Providing Feedback On Performance Weaknesses*

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### The Feedback Fix Greenleaf Book Group

What is understanding and how does it differ from knowledge? How can we determine the big ideas worth understanding? Why is understanding an important teaching goal, and how do we know when students have attained it? How can we create a rigorous and engaging curriculum that focuses on understanding and leads to improved student performance in today's high-stakes, standards-based environment? Authors Grant Wiggins and Jay McTighe answer these and many other questions in this second edition of *Understanding by Design*. Drawing on feedback from thousands of educators around the world who have used the UbD framework since its introduction in 1998, the authors have greatly revised and expanded their original work to guide educators across the K-16 spectrum in the design of curriculum, assessment, and instruction. With an improved UbD Template at its core, the book explains the rationale of backward design and explores in greater depth the meaning of such key ideas as essential questions and transfer tasks. Readers will learn why the familiar coverage- and activity-based approaches to curriculum design fall short, and how a focus on the six facets of understanding can enrich student learning. With an expanded array of practical strategies, tools, and examples from all subject areas, the book demonstrates how the research-based principles of *Understanding by Design* apply to district frameworks as well as to individual units of curriculum. Combining provocative ideas, thoughtful analysis, and tested approaches, this new edition of *Understanding by Design* offers teacher-designers a clear path to the creation of curriculum that ensures better learning and a more stimulating experience for students and teachers alike.

### Ask a Manager Rowman & Littlefield

Effective and practical coaching strategies for new educators plus valuable online coaching tools. Many teachers are only observed one or two times per year on average—and, even among those who are observed, scarcely any are given feedback as to how they could improve. The bottom line is clear: teachers do not need to be evaluated so much as they need to be developed and coached. In *Get Better Faster: A 90-Day Plan for Coaching New Teachers*, Paul Bambrick-Santoyo shares instructive tools of how school leaders can effectively guide new teachers to success. Over the course of the book, he breaks down the most critical actions leaders and teachers must take to achieve exemplary results. Designed for coaches as well as beginning teachers, *Get Better Faster* is an integral coaching tool for any school leader eager to help their teachers succeed. *Get Better Faster* focuses on what's practical and actionable which makes the book's approach to coaching so effective. By practicing the concrete actions and micro-skills listed in *Get Better Faster*, teachers will markedly improve their ability to lead a class, producing a steady chain reaction of future teaching success. Though focused heavily on the first 90 days of teacher development, it's possible to implement this work at any time. Junior and experienced teachers alike can benefit from the guidance of *Get Better Faster* while at the same time closing existing instructional gaps. Featuring valuable and practical online training tools available at <http://www.wiley.com/go/getbetterfaster>, *Get Better Faster* provides agendas, presentation slides, a coach's guide, handouts, planning templates, and 35 video clips of real teachers at work to help other educators apply the lessons learned in their own classrooms. *Get Better Faster* will teach you: The core principles of coaching: Go Granular; Plan, Practice, Follow Up, Repeat; Make Feedback More Frequent Top action steps to launch a teacher's development in an easy-to-read scope and sequence guide It also walks you through the four phases of skill building: Phase 1 (Pre-Teaching): Dress Rehearsal Phase 2: Instant Immersion Phase 3: Getting into Gear Phase 4: The Power of Discourse Perfect for new educators and those who supervise them, *Get Better Faster* will also earn a place in the libraries of veteran teachers and school administrators seeking a one-stop coaching resource.

### The Courageous Leader Springer Nature

The coauthors of the New York Times–bestselling *Difficult Conversations* take on the toughest topic of all: how we see ourselves Douglas Stone and Sheila Heen have spent the past fifteen years working with corporations, nonprofits, governments, and families to determine what helps us learn and what gets in our way. In *Thanks for the Feedback*, they explain why receiving feedback is so crucial yet so challenging, offering a simple framework and powerful tools to help us take on life's blizzard of offhand comments, annual evaluations, and unsolicited input with curiosity and grace. They blend the latest insights from neuroscience and psychology with practical, hard-headed advice. *Thanks for the Feedback* is destined to become a classic in the fields of leadership, organizational behavior, and education.

### Thanks for the Feedback Penguin

From the author of *Mastering Civility*, a thoroughly researched exploration of the impact and importance of building thriving communities, with actionable steps on how to create them in your work and broader life. In her powerful new book, Christine Porath explores how the rise of technology and modern workplace practices have fractured our communications yet left us always “on” digitally. Through now common practices like hot-desking and remote work (even without the added isolation of social distancing we experienced during the pandemic), our human interactions have decreased, and so too have our happiness levels. This lack of a “human factor” is sparking a crisis in mental health that will have repercussions for years to come, leaving people lonelier and making the bottom line suffer, too. What Christine has discovered in her research is that leaders, organizations, and managers of all stripes may recognize there is a cost, but have no idea as to implement the cure: Community. With her signature depth and grasp of research across myriad industries including business, healthcare, hospitality, and sports, Christine extrapolates from the statistics on the experiences of hundreds of thousands of people across six continents to show us the potential for change. Through sharing information about the community, empowering decision-making discretion and autonomy, creating a respectful environment, offering feedback, providing a sense of meaning, and boosting member well-being, anyone can help a community truly flourish. The applications are endless, the stories are positive and uplifting, and will inspire the reader to establish and grow their community—be it in the workplace or the PTA—and make it thrive.

### HBR Guide to Delivering Effective Feedback (HBR Guide Series) Sutton Publishing

"The most useful, well-written, and emotionally compelling business book I have read in years. I couldn't put it down." -- Robert I. Sutton, Stanford Professor and author of *The No Asshole Rule* "A must-read for every leader in their field." -- Daniel H. Pink, bestselling author of *To Sell is Human* Incivility is silently chipping away at people, organizations, and our economy. Sights, insensitivities, and rude behaviors can cut deeply. Moreover, incivility hijacks focus. Even if people want to perform well, they can't. Customers too are less likely to buy from a company with an employee who is perceived as rude. Ultimately, incivility cuts the bottom line. In *Mastering Civility*, Christine Porath shows how people can enhance their influence and effectiveness with civility. Combining scientific research with fascinating evidence from popular culture and fields such as neuroscience, medicine, and psychology, this book provides managers and employers with a much-needed wake-up call, while also reminding them of what they can do right now to improve the quality of their workplaces. *Smart Leaders. Smarter Teams* John Wiley & Sons

A leading executive coach pinpoints three vital traits necessary to advance your career In *Getting Ahead*, one of the top 50 executive coaches in the United States, Joel Garfinkle reveals his signature model for mastering three skills to take your career to the next level: Perception, Visibility, and Influence. The PVI-model of professional advancement will teach you to: (1) Actively promote yourself as an asset and valuable person inside the organization, (2) Increase your visibility to gain others' recognition and appreciation for your efforts and (3) Become a person of influence who

makes key decisions inside the organization. Getting Ahead will put you ahead of the competition to become a known, valued, and desired commodity at your company. For more than two decades, Joel Garfinkle has worked closely with thousands of executives, senior managers, directors, and employees at the world's leading companies, and has authored 300 articles on leadership Offers detailed guidance on how to increase exposure, boost visibility, enhance perceived value for your organization, and ultimately achieve career advancement Explains how to get your name circulating among higher levels of management so others know you, see your results, and acknowledge the impact you bring to the company

#### **The Feedback Imperative** Routledge

Properly crafted and individually tailored feedback on student work boosts student achievement across subjects and grades. In this updated and expanded second edition of her best-selling book, Susan M. Brookhart offers enhanced guidance and three lenses for considering the effectiveness of feedback: (1) does it conform to the research, (2) does it offer an episode of learning for the student and teacher, and (3) does the student use the feedback to extend learning? In this comprehensive guide for teachers at all levels, you will find information on every aspect of feedback, including • Strategies to uplift and encourage students to persevere in their work. • How to formulate and deliver feedback that both assesses learning and extends instruction. • When and how to use oral, written, and visual as well as individual, group, or whole-class feedback. • A concise and updated overview of the research findings on feedback and how they apply to today's classrooms. In addition, the book is replete with examples of good and bad feedback as well as rubrics that you can use to construct feedback tailored to different learners, including successful students, struggling students, and English language learners. The vast majority of students will respond positively to feedback that shows you care about them and their learning. Whether you teach young students or teens, this book is an invaluable resource for guaranteeing that the feedback you give students is engaging, informative, and, above all, effective.

#### **The Complete Leader** Business Plus

The 10th-anniversary edition of the New York Times business bestseller—now updated with "Answers to Ten Questions People Ask" We attempt or avoid difficult conversations every day—whether dealing with an underperforming employee, disagreeing with a spouse, or negotiating with a client. From the Harvard Negotiation Project, the organization that brought you Getting to Yes, Difficult Conversations provides a step-by-step approach to having those tough conversations with less stress and more success. you'll learn how to: • Decipher the underlying structure of every difficult conversation • Start a conversation without defensiveness • Listen for the meaning of what is not said • Stay balanced in the face of attacks and accusations • Move from emotion to productive problem solving

#### **Getting Ahead** Educational Technology

Presents a guide for young readers on starting their own small business, discussing choosing the right business, finding customers, deciding what to charge, and using the Internet, and offering suggestions of sample businesses.

#### **Leading With Emotional Courage** Balance

Dale Carnegie's 'How to Win Friends & Influence People' is a timeless self-help classic that explores the art of building successful relationships through effective communication. Written in a straightforward and engaging style, Carnegie's book provides practical advice on how to enhance social skills, improve leadership qualities, and achieve personal and professional success. The book is a must-read for anyone looking to navigate social dynamics and connect with others in a meaningful way, making it a valuable resource in today's interconnected world. With anecdotal examples and actionable tips, Carnegie's work resonates with readers of all ages and backgrounds, making it a popular choice for personal development and growth. Carnegie's ability to distill complex social principles into simple, actionable steps sets this book apart as a timeless guide for building lasting relationships and influencing others positively. Readers will benefit from Carnegie's wisdom and insight, gaining valuable tools to navigate social interactions and achieve success in their personal and professional lives.

#### **How to Say Anything to Anyone** John Wiley & Sons

Don't simply show your data—tell a story with it! Storytelling with Data teaches you the fundamentals of data visualization and how to communicate effectively with data. You'll discover the power of storytelling and the way to make data a pivotal point in your story. The lessons in this illuminative text are grounded in theory, but made accessible through numerous real-world examples—ready for immediate application to your next graph or presentation. Storytelling is not an inherent skill, especially when it comes to data visualization, and the tools at our disposal don't make it any easier. This book demonstrates how to go beyond conventional tools to reach the root of your data, and how to use your data to create an engaging, informative, compelling story. Specifically, you'll learn how to: Understand the importance of context and audience Determine the appropriate type of graph for your situation Recognize and eliminate the clutter clouding your information Direct your audience's attention to the most important parts of your data Think like a designer and utilize concepts of design in data visualization Leverage the power of storytelling to help your message resonate with your audience Together, the lessons in this book will help you turn your data into high impact visual stories that stick with your audience. Rid your world of ineffective graphs, one exploding 3D pie chart at a time. There is a story in your data—Storytelling with Data will give you the skills and power to tell it!

#### **No Rules Rules** Ballantine Books

Radical Candor is the sweet spot between managers who are obnoxiously aggressive on the one side and ruinously empathetic on the other. It is about providing guidance, which involves a mix of praise as well as criticism, delivered to produce better results and help employees develop their skills and boundaries of success. Great bosses have a strong relationship with their employees, and Kim Scott Malone has identified three simple principles for building better relationships with your employees: make it personal, get stuff done, and understand why it matters. Radical Candor offers a guide to those bewildered or exhausted by management, written for bosses and those who manage bosses. Drawing on years of first-hand experience, and distilled clearly to give actionable lessons to the reader, Radical Candor shows how to be successful while retaining your integrity and humanity. Radical Candor is the perfect handbook for those who are looking to find meaning in their job and create an environment where people both love their work, their colleagues and are motivated to strive to ever greater success.

#### **Understanding by Design** John Wiley & Sons

A ground-breaking method for giving feedback that will boost performance and motivation. We all give feedback every day of our working lives. But all too often, a fear of awkward conversations leads us to hold back or say the wrong things. Let's Talk can change that. Dr Therese Huston, a world-leading expert on workplace communication, explains how to deliver feedback effectively and with confidence. She begins with the building blocks of all good feedback: siding with the other person, listening first, stating your good intentions, and working out what kind of critique your team wants most. Next, she describes the six practical tools you need to deliver constructive feedback: from what to say if you meet resistance, to how to ensure unconscious bias doesn't leak into your appraisal. The result is a step-by-step plan to help anyone to improve performance, trust and

morale. It will make a once-dreaded task feel natural.

'Brilliant . . . empowers you to create real behaviour change and lasting trust.' - Nir Eyal, bestselling author of Hooked 'Research, relevant stories, and actionable frameworks that we can all apply to turn feedback into a personal superpower.' - Julie Zhuo, bestselling author of The Making of a Manager  
**Permission to Screw Up** Penguin

Tap into everyday courage for extraordinary results The Courageous Leader presents a much-needed reminder for leaders everywhere: it takes courage. Courage is not just about heroic acts in grandiose situations—it's about everyday, solid-as-a-rock support and leadership that motivates, inspires, and delivers. It's about taking a risk on a great idea, and it's about seeing opportunities in the day-to-day. Courageous leaders aren't necessarily the bold "Navy SEALs" of the workplace; they're the everyday people who lead steadily through rough waters. They don't seek out discomfort, but accept it as part of the process when it occurs, and still deliver exceptional results. This book shows you how to tap into your courage reserves and build your steel. Real stories of everyday leaders show you how it's done, and provide a new lens for seeing real strength in adversity—and practicing it yourself. Tough situations do arise, but great leaders show courage every day. Keeping your strength in reserve for the big problems leaves you operating at less-than-full capacity the rest of the time—and your people deserve better. This book shows you how to exercise courage every day in small situations to build the unshakeable foundation of a great leader. Move beyond your comfort zone Develop your ability to focus through tough times Tap into your natural courage and hone your leadership ability Leverage your strength in situations large and small The more you exercise courage, the stronger it gets; this book shows you how to use it every day to more effectively navigate small challenges—when the big problems arise, you'll face them with The Courageous Leader.

#### **The Feedback Game** Penguin

Everything You Need to Become a High-Performing Leader Do you crave additional development of your leadership skills—not just another business book or workshop, but something practical, actionable and real-world? Executive coaches Ron Price and Randy Lisk combine experiences and tools gleaned from decades working with leaders from Fortune 100 companies to small businesses to present twenty-five modules in The Complete Leader. Each skill is organized around the four qualities necessary to leadership excellence: • Clear thinking in an increasingly-complex world • Managing yourself to develop strong teams and results without excuses • Leading others through transcending results to achieve lasting impact • Authenticity in who you are and who you want to become Presented in a way that is both customizable and scalable, each leadership competency utilizes practical tools for defining, practicing [and becoming the greatest version of yourself. The companion site, TheCompleteLeader.org, includes individual assessments and furthers the ideas presented in each section, offering additional methods to deepen practice and learning. This combination of book, assessments and website round out a robust program designed for today's established executives and tomorrow's emerging leaders. RON PRICE is the president and founder of Price Associates, a global leadership performance firm. He is a noted expert on how human behavior translates to company culture, individual and business performances. RANDY LISK is the founder of Lisk Associates, a business consultancy firm. He is a trusted advisor, consultant and coach. "Leaving nothing out, Ron Price and Randy Lisk reveal everything you need to know to be The Complete Leader." Marshall Goldsmith, International Bestselling Author "This book can serve as your own leadership curriculum as you work on the competencies you need to be an effective leader." Marshall Goldsmith, International Bestselling Author

#### **Let's Talk** Harvard Business Review Press

From the creator of the popular website Ask a Manager and New York's work-advice columnist comes a witty, practical guide to 200 difficult professional conversations—featuring all-new advice! There's a reason Alison Green has been called "the Dear Abby of the work world." Ten years as a workplace-advice columnist have taught her that people avoid awkward conversations in the office because they simply don't know what to say. Thankfully, Green does—and in this incredibly helpful book, she tackles the tough discussions you may need to have during your career. You'll learn what to say when • coworkers push their work on you—then take credit for it • you accidentally trash-talk someone in an email then hit "reply all" • you're being micromanaged—or not being managed at all • you catch a colleague in a lie • your boss seems unhappy with your work • your cubemate's loud speakerphone is making you homicidal • you got drunk at the holiday party Praise for Ask a Manager "A must-read for anyone who works . . . [Alison Green's] advice boils down to the idea that you should be professional (even when others are not) and that communicating in a straightforward manner with candor and kindness will get you far, no matter where you work."—Booklist (starred review) "The author's friendly, warm, no-nonsense writing is a pleasure to read, and her advice can be widely applied to relationships in all areas of readers' lives. Ideal for anyone new to the job market or new to management, or anyone hoping to improve their work experience."—Library Journal (starred review) "I am a huge fan of Alison Green's Ask a Manager column. This book is even better. It teaches us how to deal with many of the most vexing big and little problems in our workplaces—and to do so with grace, confidence, and a sense of humor."—Robert Sutton, Stanford professor and author of The No Asshole Rule and The Asshole Survival Guide "Ask a Manager is the ultimate playbook for navigating the traditional workforce in a diplomatic but firm way."—Erin Lowry, author of Broke Millennial: Stop Scraping By and Get Your Financial Life Together  
**HOW TO WIN FRIENDS & INFLUENCE PEOPLE** Gower Publishing Company, Limited  
Take charge of your career by taking charge of your business relationships and communication skills. We all know how it feels when our colleagues talk about us but not to us. It's frustrating, and it creates tension. When effective communication is missing in the workplace, employees feel like they're working in the dark. Leaders don't have crucial conversations; managers are frustrated when outcomes are not what they expect; and employees often don't get positive feedback or constructive feedback. Many of us remain passive against poor communication habits and communication barriers, hoping that business communication will miraculously improve—but it won't. Business communication and relationships won't improve without skills and effort. The people you work with can work with you, around you, or against you. How people work with you depends on the business relationships you cultivate. Do your colleagues trust you? Can they speak openly to you when projects and tasks go awry? Do you have effective communication skills? Take charge of your career by eliminating communication barriers and taking charge of your business relationships. Make your work environment less tense and more productive by improving communication skills. Set relationship expectations, work with people how they like to work, and give positive feedback and constructive feedback. In How to Say Anything to Anyone, you'll learn how to: - ask for what you want at work - improve communication skills - strengthen all types of working relationships - reduce the gossip and drama in your office - tell people when you're frustrated and have difficult conversations in a way that resonates - take action on your ideas and feelings - get honest positive feedback and constructive feedback on your performance Harley shares the real-life stories of people who have struggled to get what they want at work. With her clear and specific business communication roadmap in hand, Harley enables you to improve communication skills and create the career and business relationships you really want—and keep them.

**Feedback in Higher and Professional Education** Harper Collins

A proven approach for helping leaders and teams work together to achieve better decisions, greater commitment, and stronger results. More than ever, effective leadership requires us to work as a team, but many leaders struggle to get the results they need. When stakes are high, you can't get great results by just changing what you do. You also need to change how you think. Organizational psychologist and leadership consultant Roger Schwarz applies his 30+ years of experience working with leadership teams to reveal how leaders can drastically improve results by changing their individual and team mindset. Provides practical guidance to help teams increase decision quality, decrease implementation time, foster innovation, get commitment, reduce costs and increase trust. Outlines 5 core values leadership teams can adopt to exponentially improve results. Author of *The Skilled Facilitator* and *The Skilled Facilitator Fieldbook*. Get the results you and your team need. Start by applying the practical wisdom of *Smart Leaders, Smarter Teams*.

*Radical Candor: Be a Kick-Ass Boss Without Losing Your Humanity* Penguin

The inspiring, unlikely, laugh-out-loud story of how one woman learned to lead—and how she ultimately succeeded, not despite her many mistakes, but because of them. This is the story of how Kristen Hadeed built Student Maid, a cleaning company where people are happy, loyal, productive, and empowered, even while they're mopping floors and scrubbing toilets. It's the story of how she

went from being an almost comically inept leader to a sought-after CEO who teaches others how to lead. Hadeed unintentionally launched Student Maid while attending college ten years ago. Since then, Student Maid has employed hundreds of students and is widely recognized for its industry-leading retention rate and its culture of trust and accountability. But Kristen and her company were no overnight sensation. In fact, they were almost nothing at all. Along the way, Kristen got it wrong almost as often as she got it right. Giving out hugs instead of feedback, fixing errors instead of enforcing accountability, and hosting parties instead of cultivating meaningful relationships were just a few of her many mistakes. But Kristen's willingness to admit and learn from those mistakes helped her give her people the chance to learn from their own screwups too. *Permission to Screw Up* dismisses the idea that leaders and organizations should try to be perfect. It encourages people of all ages to go for it and learn to lead by acting, rather than waiting or thinking. Through a brutally honest and often hilarious account of her own struggles, Kristen encourages us to embrace our failures and proves that we'll be better leaders when we do.

*Mastering Civility* John Wiley & Sons

Harvard Business School professor and business leader Robert Kaplan presents a process for asking the big questions that will enable you to diagnose problems, change course if necessary, and advance your career.

Best Sellers - Books :

- [Things We Hide From The Light \(knockemout Series, 2\)](#)
- [The Four Agreements: A Practical Guide To Personal Freedom \(a Toltec Wisdom Book\) By Don Miguel Ruiz](#)
- [Remarkably Bright Creatures: A Read With Jenna Pick By Shelby Van Pelt](#)
- [What To Expect When You're Expecting By Heidi Murkoff](#)
- [Brown Bear, Brown Bear, What Do You See?](#)
- [Brown Bear, Brown Bear, What Do You See? By Bill Martin Jr.](#)
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