

[Feedback: Absolute: Template](#) (1min)

[Matt talking about the importance of Absolute Feedback and how to give it](#) (3 min)

People need to know where they stand on an absolute basis. Do not wait until year-end Performance Reviews. Most people have constant anxiety when they aren't sure where they stand.

Giving absolute feedback regularly (usually monthly in a 1-1) will eliminate this anxiety. Bad news is less anxiety-inducing than no news. It will also give a team member clear guidance on how best to help the company succeed!

To give it, state:

- **Your current rating for your job function, 1-5, is ...**
 - 1 – couldn't be any worse
 - 3 – meeting expectations
 - 5 – couldn't be any better
- **What you did that I liked...**
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- **What you need to do to get to the next level...**
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[Absolute feedback: example](#)

[Feedback: Receiving: the 5 A's](#) (4 min)