



TOO MUCH FEEDBACK

Constant correction suffocates the very growth it aims to nurture.

Feedback is essential for learning and performance, but there is a point where too much feedback can become overwhelming. Constant advice and conflicting opinions can reduce confidence and make it difficult for people to perform at their best. In a fast-paced work environment, filtering noise from signal is crucial; this course empowers you to navigate these complex dynamics effectively. This practical session helps participants recognise when feedback is adding value and when it may be creating unnecessary pressure. Participants will learn how to prioritise and provide more effective feedback, as well as receive it with confidence. It explores practical strategies for delivering balanced, constructive feedback that encourages growth without overwhelming the recipient. Participants will leave with tools to create healthier conversations that build confidence.

Key Course Content:

- Recognise when feedback becomes overwhelming.
- Understand the impact of excessive feedback on confidence and performance.
- Prioritise the feedback that matters most.
- Deliver constructive and actionable feedback.
- Avoid information overload during coaching conversations.
- Encourage two-way feedback and active discussion.
- Recognise when to coach instead of correct.
- Tailor feedback to different personalities and experience levels.
- Build confidence through strengths-based conversations.
- Create "feedback-safe" environments that encourage psychological safety and open dialogue.
- Establish feedback rhythms that align project milestones rather than constant interruption.



Target Audience:

The course can be tailored for the specific cohort.



Duration:

This course is available as a 1-day course or a truncated ½ -day course.



Delivery:

This course can be delivered both in-person or virtually. For virtual delivery, we can use our virtual platforms or your organisation's.



Group Size:

We recommend a group size of 6-12 people.

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