



Empowering the Iowa Girl

Leadership. Culture. Character. Performance.



EXCELLENCE
WITH INTEGRITY

TOOLS®

WINNING FEEDBACK

Giving and Receiving Feedback as Fuel for Growth

We Give Winning Feedback

by offering feedback that is

- specific, honest, and direct,
- solution-focused,
- and goal-oriented,

and that delivers

- the right substance,
- in the right moment, and
- in the right style—without blame, insult, or disrespect.



We Receive Winning Feedback

by being

- open-minded,
- solution-focused,
- and growth-oriented,

and receiving feedback without

- embarrassment, frustration, or anger—
- arguing, complaining, or blaming others/ circumstances.

NOTES