

# SOLUTION-BASED FEEDBACK



This book discusses the impact that Solution-based feedback has on an organization, its leaders, and the organization's performers. It suggests that feedback is formed from unconscious bias and is a critical aspect of building an organization's culture.

A guide for anyone in a decision-making position. From executives, coaches, parents, leaders, and performers, understand how feedback parallels expectations, performance, and accountability. Targeting the object of discussion instead of the person helps depersonalize feedback. Corrective, constructive, critical, and supportive feedback is a comprehensive blueprint of how to deliver and receive feedback.

"Solution-based feedback demonstrates just how impactful and important feedback is in the workplace, a must-read book."

- Niesha Green Owner of Sweet Samba.

"I never realized that at the base of all feedback is a bias. This book has opened my eyes to see just how feedback influences a family system."

- Trevor Larson, Former CFO of Sole Fitness.

"This book reveals how we are influenced by our family, friends, and community to form a biased outlook, and that influence drives how we deliver feedback."

- Nina Wilson - author of "Let's get unstuck."

"We have begun the process of reforming our culture, and feedback is the guideline for us to follow. This book provides the tools needed in every organization to provide solution-based feedback."

- Erika Lindley - Administrator Director University of Utah.

"Solution-based feedback objectively balances expectation, performance, and accountability."

- Dr. Joe Henderson

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DR. JOSEPH HENDERSON

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FOCUS ON PERFORMANCE  
NOT THE PERSON



DR. JOSEPH HENDERSON