

SaMoLo - SameAsMoreOfLessOf – a framework for feedback

If you're leaving your current job, whether your next step is nailed down or not, it can be really useful to hear from colleagues who know you well. You might use this simple template to ask a few questions and give yourself some powerful data for reflection and action.

Ask your colleagues, anonymously or not, the following three questions. Ask them to be as specific as possible in their answers. Ask yourself the same questions. Be disciplined and write the answers down. When you receive everyone's feedback, pull the whole lot together. You might want to use a sheet of A3 paper, or you could create an online whiteboard.

1. What should I carry on doing just the same? The things people write down should refer to times when you've met their needs perfectly.
2. What might I do more of? There may be techniques you've experimented with, things you've tried out. Or maybe some stuff comes more easily to you than others. These are the kinds of things that colleagues might include in their answers.
3. What might I do less of? This is not a negative question. It recognises that sometimes a little of something is enough and we may need to do less of it to be more effective.

There are so many ways for you to use this rich data. Perhaps your colleagues' words will help you understand and describe your skills and how you apply them at work? Or you could learn that the things you say and do land differently and better than you realise? Or maybe you'll be able to plan how to develop new skills based on this information.

Whichever way the feedback falls, remember, it's potentially rich data for learning.