

All about feedback

Most of the time we pretend to be giving effective feedback, however this is not always useful or has the impact we are hoping for.

The first thing to keep in mind is where we are, because it is not the same to give feedback in a game, in training, in a break, cold, hot, individual, in a group, with men or with women.

That is why I intend to list and provide some tips about when and with whom to use each type of feedback.

Positive Feedback: we all like to hear everything good about our performance, this type of feedback is very useful when it comes to fostering empathy with teams or players, but it is not very useful in detecting and identifying problems or errors.

Negative Feedback: this is used when you want to get directly to one or more problems that arise, in order to use it you must have a positive image with your athletes, otherwise the message will not reach and if the empathy is broken.

Sandwich Model: This model is widely recommended when making feedback where each aspect to be corrected begins, it must be in the middle of 2 positive aspects, for this reason it is called that.

In game: in a game, the feedback that leads more efficiently to resolve the situation must be given, this tip must be of a tactical or emotional order and according to the most effective way of communication with your team, its effectiveness increases to the extent that you know your team better.

In training: in training the feedback can be very detailed about the aspects to be developed and this can be of a technical or tactical nature.

At Rest: during breaks, the feedback must have an emotional character, approaching those aspects of the athlete that we coach know little about.

Cold: it usually occurs after a game and in it you can touch some aspects to correct, but always leaving a visible focus of what was learned and how to implement this new knowledge in our next game or training.

Hot: it is the most delicate moment to give feedback, since this can solve the situation or drastically make the athlete uncomfortable, at the time of doing it the coach cannot be emotionally involved, in order to be able to give feedback clearly.

Individual: this feedback is very important; however, the initiative should come first from the athlete who thus manifests a genuine interest in improving their own performance.

Group: this feedback must always be positive and must be aligned to consolidate the sense of belonging to the team and the importance of all its members.

With Boys: we can go straight to the point because they are more competitive and want to resolve the situation more quickly.

With Girls: they want to feel comfortable with the message and the way it is delivered.

In any case, the exact formula when leading a team does not exist, but taking into account all these tips can help to improve the internal and external communication of your team.

Miguel Angel Contreras López (Mitch)
Volleyball Coach