CORE
Feedback cheat sheet

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How to Give Feedback That Builds Confidence and Grows Capability

Great feedback doesn't just correct – it connects, opens reflection, and rebuilds belief. Use the CORE model to frame feedback that helps your team grow, not shrink.

✤ What is CORE?
C – Context
O – Observation
R – Result or Impact
E – Explore and Encourage Next Steps

How to use CORE in Conversation

C – Context
Start by grounding your feedback in when and where it happened. This keeps things specific and reduces defensiveness.

 "In yesterday's team meeting…"
When you responded to that last-minute request from site…"

O – Observation

Share what you saw or heard, without judgment or assumption.
"You asked clear follow-up questions and kept everyone on track."
You looked hesitant to speak up during the planning review."

R – Result or Impact

Describe what happened next — the effect it had on others, the team, or the outcome.

"That helped bring the meeting to a decision quickly."
"It meant your point on risk wasn't fully heard."

E – Explore or Encourage
Invite reflection or offer encouragement. This is where growth happens.

"How did you feel about how it went?"
 "I'd love to see you speak up again. Your technical insight is vital here."
"What would help you feel more confident next time?"

Feedback That Builds, Not Breaks

✓ Keep it timely – don't save it for the next appraisal
✓ Focus on behaviour, not character
✓ Balance recognition with stretch
✓ Use feedback to create momentum, not just correction

Example: Strengths-Based Feedback Using CORE

C: "In Monday's design review…"
O: "You calmly laid out the risks and proposed a plan B."
R: "That helped the team feel clear and reassured."
E: "You have a real strength in clear-headed thinking under pressure. How could you bring more of that into our client meetings?"

Use this space to prepare for a CORE feedback conversation:

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