



FEEDBACK SELF-ASSESSMENT

Feedback

How willing am I to give and receive feedback, feedforward and follow up?

*Rank yourself
on each of these
characteristics
of feedback*

SCALE:

- 0 = Definitely not
- 1 = Probably not
- 2 = Probably yes
- 3 = Definitely yes

- I give and receive feedback in a direct, respectful way
- I describe what happened by articulating “demonstrated and noticed behaviours”, particularly when something has gone wrong
- I effectively address negative dynamics between each other
- I let others know that their problematic behaviours have a negative effect on me
- I ask follow-up questions after giving feedback to ensure I understand their ideas, and a mutually beneficial outcome
- I choose to turn difficult conversations into productive exchanges
- I share strengths and weaknesses so that projects can be finished in the most effective way
- I create real, positive changes in other people by helping rather than criticizing them
- I recognize and appreciate the strengths that each member brings to the team

0-9 points: Work at increasing your feedback, feedforward and follow up skills before this becomes a potential career derailer.

10-19 points: Look at the statement where you scored lowest and make a plan to improve your skills in that area.

20-27 points: You’re looking good! Check your self score by asking a co-worker to respond and compare answers.

ACTION: SELF-REFLECTION

The better you are at giving and receiving feedback the more satisfaction you will experience in your life. Take a second look at items on which you ranked yourself at the low end of the scale. What can I do more of and less of to become better developed in those areas?