
Deliberate Feedback

- Giver and receiver must have
 - consensus on the receiver's goals
 - constructive motives
- Emphasize description and appreciation
- Be concrete and specific
- Discuss something the person can act on
- Don't withhold negative feedback if relevant

Feedback, cont.

- The giver should add his/her own observations and feelings
 - Be descriptive, not judgmental
 - Restrict feedback to things you know for certain
 - “I feel angry” vs. “That was inappropriate”
- Timing is important