

HOW GOOD ARE YOU AT GIVING FEEDBACK?

Circle the letter that best represents your thinking in most cases that involve giving feedback to someone else.

4 = Strongly agree 3 = Somewhat agree 2 = Somewhat disagree 1 = Strongly disagree

4	3	2	1	a.	If I wait, the situation will probably resolve itself.
4	3	2	1	b.	I don't like to get criticism, so others must feel that way too.
4	3	2	1	c.	I criticize indirectly by using sarcasm or jokes.
4	3	2	1	d.	I can't seem to find the right time to give feedback.
4	3	2	1	e.	I don't have time to give all the constructive feedback that's needed. It's easier and quicker to pick up the slack myself.
4	3	2	1	f.	I'm unsure about how the other person will respond.
4	3	2	1	g.	I'm not perfect, so who am I to judge anybody else.
4	3	2	1	h.	Giving my boss negative feedback may be used against me.
4	3	2	1	i.	I've let the situation go for so long that saying something now seems inappropriate or futile.

4	3	2	1	j.	I'm not certain whether I can keep my emotions in check.
4	3	2	1	k.	I shouldn't have to give people feedback for something that's expected in their jobs.
4	3	2	1	l.	I don't get any feedback from my boss(es), so I don't have to give it to anyone else either.
4	3	2	1	m.	If I give positive feedback for good work, it might make it harder to criticize that person's work when it's needed later.
4	3	2	1	n.	If I give praise for an individual's (or team's) work, it may appear that I'm playing favorites.
4	3	2	1	o.	If I provide negative criticism to someone, that person's attitude or morale might get worse.

Total =

Scoring Interpretation

- 18 or fewer = Superior
- 19-34 = There is room to grow
- 35-49 = Needs improvement
- 50 or more = Needs lots of work