

Feedback Guidelines

Appropriate Feedback

- Constructive
- Descriptive of behavior
- Specific
- Directed toward modifiable behavior
- Well timed
- Checked with receiver
- Sender takes ownership of feedback

Ineffective Feedback

- Sounds like punishment
- Analyzes behavior
- General
- Directed toward unmodifiable behavior
- Poorly timed
- Not checked with receiver
- Sender does not take ownership of feedback