

HOW DO YOU RECEIVE FEEDBACK FROM A SUPERVISOR?



ANALYTICAL

Does this feedback make sense?
Is it accurate?
Who gave the information and is he or she credible?
Is there evidence to warrant this?
Does my reward match my punishment?

CONCEPTUAL

How does this feedback fit with the totality of the work?
Do I take this personally or is it for the cause?
What impact will this have on my future?
How do I move forward?
How does this feedback connect to broader concepts?

STRUCTURAL

Was this feedback timely?
Did it follow established procedure?
Did I receive a copy in writing?
Is it clear?
Is there an action plan?

SOCIAL

Was this fair?
Are my feelings hurt by this?
Do I feel supported by this feedback?
What impact will this feedback have on my relationship with my supervisor?
What impact will this feedback have on my relationships with my coworkers, customers or team in the future?

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EXPRESSIVENESS

Do you show no reaction?
Do you reflect quietly?

Do you react verbally?

Do you share your thoughts with coworkers?

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ASSERTIVENESS

Do you respond in a deliberate manner?
Do you internalize your feelings?

Do you respond forcefully?

Do you interrupt with questions?

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FLEXIBILITY

Do you think, "Why do I have to change?"
Do you say, "Give me a good reason!"?

Are you willing to change?

Are you open to new approaches?

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