

‘dancers & dumpers’

how do you give feedback?

This checklist asks you to reflect on how you handle performance reviews and other conversations (such as in business meetings) where there is a need to give feedback.

business situations	1. Not at all	2. Rarely	3. Sometimes	4. Often	5. Always
1. When people do the wrong thing I tell them when and where it suits me	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2. I tell people bluntly the way it is	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3. At performance reviews I give feedback that surprises people	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4. In meetings I give feedback that could surprise people	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
5. I sit behind my desk when doing performance reviews	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
6. When people perform poorly I tend to wait to see if it sorts itself out	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
7. I don't give people clear feedback	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
8. At performance reviews I avoid discussing the tough issues	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
9. In meetings I avoid the tough conversations	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
10. I try to avoid conflict because it damages relationships	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

If you have higher scores on items 1-5, be aware that your attempts at feedback might be giving people unpleasant surprises or creating relationship damage instead of just addressing the problems. Higher scores on items 6-10 suggest that you might be avoiding feedback conversations, dancing around issues and leaving things to run their own course.

notes / reflection

The *Everyone Coaches* workshop in the curethereview™ framework is an ideal way to gain skills in giving constructive, behaviour changing feedback.