

### Level 3: How Good Are You at Giving Feedback? A Self-Assessment

Circle the number 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**

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|---|---|---|---|----|---|
| 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.                               |

18 or fewer = superior; 19-34 = there's a little room to grow; 35-49 = needs improvement 50 or more = needs lots of work
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