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# Deliberate Feedback

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- Giver and receiver must have
  - consensus on the receiver's goals
  - constructive motives
- Emphasize description and appreciation
- Be concrete and specific
- Discuss something the person can act on
- Don't withhold negative feedback if relevant

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# Feedback, cont.

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- The giver should add his/her own observations and feelings
  - Be descriptive, not judgmental
  - Restrict feedback to things you know for certain
  - “I feel angry” vs. “That was inappropriate”
- Timing is important