Feedback Examples

Effective Feedback	Ineffective Feedback
Describes specific behavior or details that led to the feedback.	Uses evaluative/judgmental or generalized statements.
Timely. Immediately if possible, but as soon as practical based on environment, emotions, etc.	Delayed, saved or "dumped" at a later time.
Direct from the sender to the receiver.	Indirect or reflected off of another person.
Owned by the sender who takes responsibility in their thoughts, feelings & reactions.	Ownership is transferred to others.
Checked for clarity to ensure receiver fully understands.	Sender assumes clarity or doesn't care to confirm.
Expresses the sender's real feelings about the behavior or situation.	Feelings are hidden, denied, or distorted.
Asks relevant questions. Receiver understands "why" the information is being sought.	Asks questions that are really statements.
Feedback is requested, or at least desired to some extent, by receiver.	Is imposed on the receiver, often for their own good.
Refers to behaviors about which the receiver can do something.	Refers to behaviors that the receiver has little to no control over.