

My Feedback Audit

Use this exercise with your team to open up richer conversations about feedback.

First, have each individual assess the feedback they are currently getting. How much appreciation do they currently get? How much coaching are they getting? How clear are they on where they stand and what to expect? Have them rate each on a scale of 1 to 4, like signal strength.



What is your feedback signal strength?

On a scale of 1 to 4, assess the clarity and quality of the feedback you're getting:

Appreciation	•	•	•	•
Coaching	•	•	•	•
Evaluation	•	•	•	•

Discuss: What kind of feedback would you like more of & how might you get it?

A

Appreciation

What makes you feel appreciated? Motivated? How might you *provide* others with more (genuine) appreciation?

"What's working well that you'd like me to continue?"

C

Coaching

How might you get more coaching? Who might help? a peer? subordinate? someone with unique perspective?

"What's one thing you see me doing—or failing to do—that's getting in my way?"

E

Evaluation

How might you get a better sense of where you stand and what to expect? What would it take to move in the direction you'd like to go?

"How am I doing based on your expectation of where I'd be at this point?"

Discuss as a team:

- What is working well for each of us? Your self-assessments may be similar or quite different. Your comparative experiences can be interesting to discuss in and of itself.
- Which kind(s) of feedback would we each like more of? How might we provide it for each other?
- Ideas for improving Appreciation, Coaching or Evaluation on our team?