



Self-assessment:

Giving Feedback	True	Not true
1. I avoid giving feedback on the behaviour of others.		
2. I avoid giving negative comments since I have noticed that others usually find it annoying.		
3. I try to give feedback on the behaviour of another person by comparing that behaviour with that of others.		
4. I have difficulty giving a "pat on the back" because it can embarrass others.		
5. I give feedback on the person rather than the activity or their behaviour.		
6. I think giving feedback is more important than receiving feedback.		
7. When I give feedback, I ignore the degree of sensitivity or responsiveness of the other person.		
8. I usually give feedback sometime after something has happened.		
9. I give feedback almost exclusively if I am annoyed or angry.		
10. After I have given feedback, I avoid checking whether the other person has understood me.		
11. I believe it is more important to report errors than to look for ways to improve.		
12. I often give feedback without thinking about my further relationship with the other person.		
13. I do not give negative feedback because I also make mistakes myself.		
14. I do not give positive feedback, because it is only to please the other and I don't like that.		
15. I don't give negative feedback, because who knows what the consequences can be for me; I could backfire.		

Receiving Feedback

Receiving Feedback	True	Not true
1. I rarely or never get compliments from others.		
2. If I get a comment on my work, I'd rather just keep going than interrupting my work to listen well.		
3. I often just fill in the blanks.		
4. I tend to interrupt others when they respond to my feedback.		
5. If more things are said to me, I always respond to the most negative.		
6. I often consider compliments exaggerated.		
7. I have to admit that I often experience criticism as a personal attack.		
8. Often, I don't know how to deal with getting positive feedback.		
9. I don't care whether a colleague or my supervisor criticizes my work.		
10. When I receive feedback on my performance, it is difficult for me not to get angry or anxious.		
11. When I receive feedback on my behaviour, I regularly question the motives of the feedback giver.		
12. I don't need feedback to learn anything.		
13. If I get negative feedback, I feel terrible and insecure.		
14. With negative feedback I quickly think: he has a bad mood or it's payback time.		
15. With positive feedback, I think the other person wants something from me.		

Source: Marieta Koopmans, Feedback Commentaar geven en ontvangen, 2015