

AIDS FOR GIVING & RECEIVING FEEDBACK TO YOUR PARTNERS

1. Focus feedback on behavior rather than on the person.
2. Focus feedback on observation rather than inference.
3. Focus feedback on description rather than on judgment.
4. Focus feedback on descriptions of behavior which are in terms of more or less rather than in terms of either/or.
5. Focus feedback on behavior related to a specific situation, preferably to the here and now, rather than to behavior in the abstract, placing it in the there and then.
6. Focus feedback on the sharing of ideas and information rather than on giving advice.
7. Focus feedback on exploration of alternatives rather than answers or solutions.
8. Focus feedback on the value it may have to the recipient not on the value or release that it provides the person giving the feedback.
9. Focus feedback on the amount of information that the person receiving it can use, rather than on the amount that you have which you might like to give.
10. Focus feedback on time and place so that personal data can be shared at appropriate times.
11. Focus feedback on what is said rather than why it is said.

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