

# The 10 Rules of Feedback

## Feedback is...

### 1 ... regular

"We don't unload all our feedback at once."

### ... descriptive 2

"We only describe situations that we see ourselves."

### 3 ... concrete

"Our feedback handles specific situations."

### ... individual 4

"We respect different opinions."

### 5 ... considerate

"We don't insult our colleagues or their work."

### ... useful 6

"We don't expect the impossible."

### 7 ... current

"We give feedback as close to the moment as possible."

### ... constructive 8

"We give feedback about workplaces, not individuals."

### 9 ... new

"We provide new information with our input."

### ... balanced 10

"We give positive and negative feedback."