Feedback Model

Check intention
Make sure that intention in providing feedback is that of an ally, not an adversary.

Ask permission
Ensure that timing is appropriate. Sometimes permission is implied by the situation, however asking permission signals respect.

Share intention
State the positive intention for providing feedback. Position yourself as an ally.

Provide specific observations
- Be as objective as possible, drawing on observations, data, reports, etc.
- Use neutral tone and language.

Describe impact
Share (when appropriate):
- Interpretation of observations, data, reports, etc.
- Impact on self or perceived impact on others.
- Feelings concerning the situation.