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**CHECKLIST 6.1 | Intercultural Feedback Checklist for Managers**

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Think of a recent feedback situation in which you gave feedback to an employee from a different background. Check each of the techniques you used in that process.

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- 1. I positioned the feedback as a benefit to the receiver.
  - 2. I built a relationship first.
  - 3. I went from subtle to more direct communication.
  - 4. I made observations about behaviors and conditions, not judgments about the person.
  - 5. I used the passive rather than the active voice.
  - 6. I was positive, telling what I wanted, not what I didn't want.
  - 7. I gave the feedback to the group rather than to individuals.
  - 8. I gave feedback in a low-key and private manner.
  - 9. I used an intermediary.
  - 10. I assured the individual of my respect for him or her.
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