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## Suggestions for Using the “Intercultural Feedback Checklist for Managers”

**Objectives:**

- Become aware of additional feedback techniques that could be employed
- Identify feedback techniques used
- Help managers plan more effective approaches for giving feedback in the future

**Intended Audience:**

- Managers wanting to overcome cultural barriers in giving feedback to employees
- Trainees in a managing diversity seminar
- Trainers wanting to overcome cultural barriers in giving feedback to trainees

**Processing the Activity:**

- Individuals analyze recent feedback-giving experience by checking which of the 10 techniques they used.
- In pairs or small groups, they discuss their satisfaction with their feedback session, which techniques were used, and which could have been used to make the feedback even more effective. (If working alone, these same issues can be considered.)
- Lead a large-group discussion of insights, learning, and application.

**Questions for Discussion:**

- How satisfied were you with effectiveness of your feedback-giving?
- Which techniques did you use? Which did you not use?
- Which might have helped make the feedback-giving more effective?
- What would you do differently the next time you give feedback to diverse employees?

**Caveats, Considerations, and Variations:**

- This activity can also be used as a planning guide for giving feedback in the future.