When do you ask for feedback?

When do you ask? In what situation?	Which questions do you ask?
After a project	• What do you think of the quality of my project? • In the meantime, have I communicated enough? • Next time, what should I do differently? • What were my positive traits during the project? • Do you want to delegate future projects the same way?
For a presentation	• What did you think about the content of my presentation? • What did you think about my non-verbal communication? • Was my verbal communication clear and concise? • What aspects did you miss during my presentation?
After a meeting/ gathering	• What did you think about my share during the meeting/ gathering? • Is any of the information I shared during the meeting useful for you? • What did you expect from me during the meeting and have I succeeded your expectations?
After training a new colleague	• What did you think about my communication during the training phase (?) • Have we spent enough time on the basic roles within your function? • Are you able to start independently? • What have you missed during the training phase? • What was pleasant during the training?
After handing in a report	• What did you think about the content of my report? • What did you think about the lay out of my report? • Are you going to use my report and share it with others?

When do you ask? In what situation?	Which questions do you ask?
Managerial feedback	• My manager is knowledgeable and professional • My manager responds to my inquiries in a timely manner • My manager is making a positive contribution to my business
After a job interview	• Are you still enthusiastic about the job function and organization after the job interview? • How do you rate my professionalism during our talk? • Was the talk pleasant for you and have you mentioned everything that is important for the job function?
After a conversation with a customer	• What did you think about my support during our conversation? • What did you think about my expertise during our conversation and do you have any tips? • Have I shared enough information and are you well informed?
At the end of a day's work	• How have you experienced our collaboration today? • Would you want to change the set-up of the working day? • Do you see any improvements in the collaboration that contributes to the atmosphere in the team
At the end of a work week	• Are you content with our collaboration during the past week? • Do you have any tips for me so I can finish my planning next week?

When do you ask? In what situation?	Which questions do you ask?
The end of your training period is in sight. It is the third week and you want to know how you have performed up till now.	• Do I come across as motivated? Do you have any tips for me? • Have you seen enough growth and do I have enough potential to make the role my own? • What should I change in my behaviour to better suit my role? • What should I still learn, so I can work independently in the future? • What have I done well and what should I improve on?
When the end date of a labour contract is near	• Have I grown enough in my role and should I continue this way? • What should I change in my behaviour to perform better upcoming year?

Various types of feedback questions

Various types of feedback questions	Examples
General feedback	• What grade do you give for the added value I provided? (slider 1-10) • Behaviour: What am I doing well and should I continue doing it? (Open question) • Development: What can I improve on? (Open question) • What should I continue doing? (Open question) • What should I stop doing (Open question) • What should I start with? (Open question) • Use three key words to describe how you see me • Am I living up to expectations? • What do you consider to be my (core) qualities? • What do you consider to be my pitfall(s)? • What would you advise me so I won't sept into my pitfall(s)?

When do you ask? In what situation?	Which questions do you ask?
Team feedback	• How you do think the collaboration is going (stars/slider) • Name two talents that you see within the team (open question) • Name two points of development for the team (open question) • Use three key words to describe how you see us as a team (open question) • Within my team, we are working on continuous improvement and innovations. • I get appreciation and recognition for my contributions/ hard work. • I can implement new ideas and innovate.
Feedback trainer	• What did you think about my knowledge regarding the content of the program (slider 1-10) • In what way did I present in an understandable and engaging manner? (stars + open question) • What surprised you in a positive way? (open question) • What can I improve on for next time? (open question)
Retrospective questions	• General short evaluation • General performance of the team (slider 1-10) • What went well (Open question), What didn't go well (open question) • What have we learned? (open question) • What should we do differently next time? (open question)
Valuable retrospective questions	• Choose some questions that are relevant for your projects (open questions) • What makes the team successful? • How did you do this sprint? (+ slider 1-10) • Have all the agenda points been completed? • Do we need more, or less time for the next meeting/ sprint? • Where and when did it go wrong during this sprint? • What do you expect from who? • Which instruments and techniques were useful? Which weren't?

When do you ask? In what situation?	Which questions do you ask?
Ask why	One of the most valuable questions in retrospectives is asking why. Different examples: • Why did you do it this way? • Why did or didn't this work for you? • Why are you considering finding something important? • Why do you think about it like this? • Why have you decided to work on this together?

Make a questionnaire: ' Give feedback', without reason: Make an open field in which the giver can describe the situation. Thereafter, an open field to give feedback on the situation.

First name a few logical situations in which you can ask for feedback. Then you dissect the depths in the situation.