

Types of Feedback

Researcher Carl Roger suggests that leaders provide different types of feedback as they interact with their subordinates, identifying five main categories of feedback as they appear in everyday conversation:

- Evaluative— Making a judgment about the value or appropriateness of a subordinate's statement.
- Interpretive— Restating what a subordinate means.
- Supportive— Encouraging or bolstering a subordinate's communication.
- Probing— Attempting to gain additional information, continue the discussion, or clarify a point.
- Understanding— Attempting to discover completely what the subordinate means.