



MOIRA LETHBRIDGE

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# 3 Types of Feedback Questions

To Improve Your Results

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By Moira Lethbridge, M.Ed., ACC

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### 3 TYPES OF FEEDBACK QUESTIONS

Getting feedback will enable you to constantly improve your results – whether that's getting a new job, improving a process, or starting a yoga practice.

In this module, you'll learn how to get useful information by asking the right questions and asking the right people.

Did you know there are 3 types of feedback questions? Most people don't so they ask the wrong types of questions and the wrong people. It's like going to the hardware store trying to buy a loaf of bread.

The result? You get discouraged, shut down, give up.

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**DISCOVER BY DOING.  
LET GO OF EXPECTATIONS  
& OUTCOMES.  
ENJOY THE JOURNEY.**

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When you apply the 3 types of feedback questions, you:

- Discover more opportunities
- Experience less fear and disappointment
- Increase your confidence

## 3 TYPES OF FEEDBACK QUESTIONS

### 1) APPRECIATION

Appreciation conveys, "Thank you. I see you. I hear you. I know you've been working hard. You matter to me."

**Ask these types of questions:**

- What was the problem/challenge you had and what were the results/benefits you experienced from my contributions?
- What was the one thing you liked about my approach?
- How was my solution unique?
- What are the key takeaways you received from me that helped you solve your problem/challenge?
- What are the 3 key characteristics you admire in me?

## 3 TYPES OF FEEDBACK QUESTIONS

### 2) EVALUATION

Tells you where you stand. It's an assessment, ranking, or rating. Evaluations align expectations, clarify consequences, and inform decision making.

**Ask these types of questions:**

- What can I do to improve\_\_\_\_\_?
- What's the one skill I should focus on developing over the next month?
- What is the one thing I can do NOW to achieve my goal of\_\_\_\_\_?
- When you hear my business name, what main idea comes to mind? (Is it something I stand for?)

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## 3 TYPES OF FEEDBACK QUESTIONS

### EVALUATION Continued

- Compared to others in my field, where do I rank in my specialty?
  
- What's the biggest blocker to \_\_\_\_\_?

**Ranking questions Example:** Rank what's most important to you in attending an in-person event:

- \_\_\_\_\_ Convenience of location
- \_\_\_\_\_ Cost
- \_\_\_\_\_ Availability of parking
- \_\_\_\_\_ Interest in the speaker
- \_\_\_\_\_ Timing
- \_\_\_\_\_ Availability of networking

## 3 TYPES OF FEEDBACK QUESTIONS

### 3) GROWTH

These questions help someone learn, grow, or change. The focus is on helping the person improve, whether it involves skill, an idea, knowledge, or a particular practice.

#### Ask these types of questions:

- What do you think will be really important factors in making this work?
- When you started your \_\_\_\_\_, what was the biggest challenge and how did you overcome it?
- What are challenges you see that I will need to have a plan to overcome?
- Who are the people who might be able to help me make this work?

### 3 TYPES OF FEEDBACK QUESTIONS

#### GROWTH Continued

- What am I missing that will help me with \_\_\_\_\_?
- Would you be interested in providing content in my newsletter, event, or product launch?
- Do you have any suggestions for improvement?
- What's the one thing you like most about \_\_\_\_\_ and least \_\_\_\_\_?
- What's the one thing I can do to be a more effective \_\_\_\_\_.
- Can you be more specific? Do you have reading materials or examples that will help me understand your points?





MOIRA LETHBRIDGE



**Hi, I'm Moira Lethbridge**  
Executive Coach | Author | Speaker

Moira Lethbridge, M.Ed., ACC, executive coach, author, speaker, adjunct faculty, is the principal and owner of Lethbridge & Associates. As a former President and CEO she draws on twenty-five years of organizational experience and success to help individuals and companies increase their productivity and improve their performance. She works with business owners, executives, and individuals to help them grow their business, do more of what they enjoy, and balance health, well-being, and achievement.

## CONTACT ME



+1 (703) 967-2164



[moira@moiralethbridge.com](mailto:moira@moiralethbridge.com)



[moiralethbridge.com](http://moiralethbridge.com)



[Lethbridge & Associates](#)

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