

Self-Analysis and Feedback Questions for coaches / leaders

Questions to consider when analysing yourself and giving feedback to your participants

[An academic in Canada](#) interpreted the work of a leading self-insight psychologist to provide guidance to coaches when analysing themselves.

As well as providing this guidance the study provided some **learning for coaches** to consider when you are providing **feedback to your participants**.

Firstly, when analysing your own coaching performance:

- Is your analysis of the situation based on incomplete information?
- Have you considered what the outcomes might have been if you had made different decisions or chosen different actions?
- When asking people for feedback, are you considering how truthful they might be, or if any bias is in play?

And when you are giving feedback to participants:

- Does your approach to giving feedback include an awareness of how people receive it? For example, if you are giving negative feedback to a participant with high self-esteem, are you bearing in mind the possibility that they will skew it more positively than it is intended?
- Are you taking extra care when giving feedback to participants with low self-esteem, as they may skew positive feedback more negatively than it was intended?
- Bearing both these points in mind when giving feedback will ensure your participants receive it in the way it is intended.