

CORRECTIVE FEEDBACK INSTRUMENT-REVISED (CFI-R)

Think back to the groups you have participated in recently and to the corrective feedback that was exchanged among members in these groups.

Using the following definition and considering the examples below, please circle the number that best fits your response.

Strongly disagree	Disagree	Slightly disagree	Slightly agree	Agree	Strongly agree
1	2	3	4	5	6
1 2 3 4 5 6	1. I feel criticized when I receive corrective feedback.				
1 2 3 4 5 6	2. I am usually too uncomfortable to ask someone to clarify corrective feedback delivered to me.				
1 2 3 4 5 6	3. I remember corrective feedback delivered as a child to be critical.				
1 2 3 4 5 6	4. Giving written corrective feedback is easier for me to do than speaking directly to the person.				
1 2 3 4 5 6	5. When I need to give corrective feedback, I prefer to write it out.				
1 2 3 4 5 6	6. Because my childhood memories of corrective feedback are negative ones, I am very sensitive about receiving corrective feedback now.				
1 2 3 4 5 6	7. Receiving corrective feedback as a child was painful for me.				
1 2 3 4 5 6	8. I fear conflict because of my negative experiences with corrective feedback as a child.				
1 2 3 4 5 6	9. I think negative thoughts about myself when I receive corrective feedback.				
1 2 3 4 5 6	10. It is hard for me not to interpret corrective feedback as a criticism of my personal competence.				
1 2 3 4 5 6	11. When I receive corrective feedback, I think I have failed in some way.				
1 2 3 4 5 6	12. When the norms of the group support the exchange of corrective feedback , I will be open to receiving corrective feedback.				
1 2 3 4 5 6	13. I like to hear the leader clearly state his or her support for corrective feedback.				
1 2 3 4 5 6	14. Telling someone I have a different view is scary to me.				
1 2 3 4 5 6	15. When I reflect on the corrective feedback I received as a child, I hesitate to give others corrective feedback.				
1 2 3 4 5 6	16. Verbalizing corrective feedback is awkward for me.				

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| 1 2 3 4 5 6
Strongly disagree
1 | 17. I prefer to receive corrective feedback in written form.
Disagree Slightly Slightly Agree Strongly
disagree disagree agree
2 3 4 5 6 |
| 1 2 3 4 5 6 | 18. If I am in a group setting where corrective feedback exchange has been established as a norm, I will be receptive to corrective feedback. |
| 1 2 3 4 5 6 | 19. If I observed the leader reinforcing the giving of corrective feedback in the group, I would be willing to give corrective feedback more frequently. |
| 1 2 3 4 5 6 | 20. When I am not sure about the corrective feedback message delivered to me I do not ask for clarification. |
| 1 2 3 4 5 6 | 21. If I have a part in helping set norms for receiving corrective feedback, then I will probably be open to receiving corrective feedback. |
| 1 2 3 4 5 6 | 22. I always felt criticized whenever I received corrective feedback as a child. |
| 1 2 3 4 5 6 | 23. I try to avoid being in conflict with others whenever possible. |
| 1 2 3 4 5 6 | 24. It is easier for me to write down my corrective feedback than to speak it. |
| 1 2 3 4 5 6 | 25. Most of the time I am too uncomfortable to say what I really mean to someone else. |
| 1 2 3 4 5 6 | 26. When I am given corrective feedback, I think my skills are being questioned. |
| 1 2 3 4 5 6 | 27. I believe that positive experiences with corrective feedback can occur in a group when the leader takes an active role in setting the stage. |
| 1 2 3 4 5 6 | 28. If I can take part in helping to set norms for giving corrective feedback, I will probably be more open to giving corrective feedback. |
| 1 2 3 4 5 6 | 29. It is too scary for me to ask other group members to clarify their corrective feedback if it is unclear to me. |
| 1 2 3 4 5 6 | 30. I worry too much about upsetting others when I have to give corrective feedback. |