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feedback to improve your performance

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And when you have more detailed answers, you can more easily craft an action plan on which you can both agree. Open-ended questions also show that you want to know more about the situation from the recipient's point of view and that you're open to perspectives other than your own.

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This feedback is based on opinion ("I don't think our customers will respond"), not fact. The correct answer is the statement based on fact: "You've miscalculated the formula used to size the market for our product.

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