

FEEDBACK ORIENTATION SCALE (FOS)

(Linderbaum & Levy, 2010)

Instructions:

Rate the following items on a five-point scale, with 1 – strongly disagree and 5 – strongly agree Overall feedback orientation is determined as the sum of the 20 items excluding reverse scored items (R). Reverse scored items can be used to identify careless responding and the scale can be administered without them. **The reverse scored items should NOT be used to compute scale scores or in data analysis.** The FOS demonstrated acceptable internal consistency reliability $\alpha = .90$.

Utility

1. Feedback contributes to my success at work.
2. To develop my skills at work, I rely on feedback.
3. Feedback is critical for improving performance.
4. Feedback from supervisors can help me advance in a company.
5. I find that feedback is critical for reaching my goals.
6. Feedback does little to improve performance. (R)

Accountability

1. It is my responsibility to apply feedback to improve my performance.
2. I hold myself accountable to respond to feedback appropriately.
3. I don't feel a sense of closure until I respond to feedback.
4. If my supervisor gives me feedback, it is my responsibility to respond to it.
5. I feel obligated to make changes based on feedback.
6. I do not feel accountable for responding to the feedback I receive. (R)

Social Awareness

1. I try to be aware of what other people think of me.
2. Using feedback, I am more aware of what people think of me.
3. Feedback helps me manage the impression I make on others.
4. Feedback lets me know how I am perceived by others.
5. I rely on feedback to help me make a good impression.
6. The perceptions others have of me are not important. (R)

Feedback Self-Efficacy

1. I feel self-assured when dealing with feedback.
2. Compared to others, I am more competent at handling feedback.
3. I believe that I have the ability to deal with feedback effectively.
4. I feel confident when responding to both positive and negative feedback.
5. I know that I can handle the feedback that I receive.
6. I often feel insecure when receiving feedback. (R)