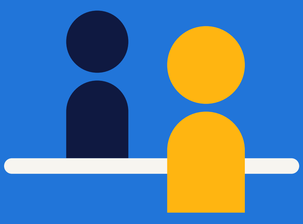
46% of employees make use of real-time feedback.



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ways that employees can give their feedback.



55% face-to-face.

11% in writing on paper.

14% via an online survey.

1% in other ways.

19% employees are not asked for feedback.

employees consider giving and receiving feedback a good thing, as it



- helps them understanding their goals and how to achieve these — **46%**
- supports learning and developing themselves — **37%**
- increases their motivation — **35%**

employees consider giving and receiving feedback a bad thing, as it



- can be hard to not taking negative feedback personally or they don't know how to react — **26%**
- makes them feel uncomfortable — **20%**
- makes them feel vulnerable — **19%**

The Randstad Workmonitor covers 34 countries in Europe, Asia Pacific and the Americas and is published four times a year. The study is conducted among employees aged 18-65, working a minimum of 24 hours a week in a paid job (not self-employed). The first survey of 2019 was conducted from 30 January until 15 February 2019 with a sample size of 15,000 interviews.



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