

Effective Feedback

Guidelines for effective feedback

- ☑ Targets the key skills: Each practice session has an assessment of particular skills needed to perform a step or outcome in the interviewing process.
- ☑ Is individualized, i.e., each participant has the opportunity to talk about his/her demonstration and receives feedback about his/her practice by a peer observer
- ☑ Helps each participant integrate knowledge, cognitive strategies, values, and behaviors
- ☑ Provides both oral and written forms of observation.

Two components to effective feedback

- ☑ **Motivational** (recognizes what the practitioner did well in meeting the objectives of the exercise)
- ☑ **Constructive** (offers suggestions for improvement and strategies that can be implemented on the job)

