



Giving Feedback to Learners

- Establish and maintain a climate of trust in which learners welcome and even invite feedback
- Be sure learners understand that you will be giving them regular feedback
- Arrange the proper setting for providing feedback
- Invite the learner's self-assessment
- Ensure that your feedback is timely
- Link your feedback to the learner's goals
- Link your feedback to your actual observations of learners
- Check out any hypotheses you generate about the learner's performance
- Present feedback in nonjudgmental language, being as specific as possible
- When possible, present learners with objective evidence
- Focus on the learners' behavior and performance, rather than making sweeping judgments about them as people
- Label subjective feedback as such
- Avoid overloading learners with feedback
- Be aware that learners have varying levels of receptivity to feedback
- Be supportive when providing feedback
- Avoid premature feedback
- Help learners turn negative feedback into constructive challenges
- Provide follow-up to your feedback whenever appropriate