GIVING FEEDBACK ...

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TTT4WBL

PURPOSE

The aim of the excercise is to learn about the importance of describing clear evaluation criteria and how to give motivating feedback to the trainee. Participants are divided into groups, 3-5 in one group.

STEP 1

Each group describes the evaluation criteria for a given work task.
Example (link): How to evaluate the cleanliness of a work station? What are the criteria?

- No objects on the work station
- No stains
- No dust
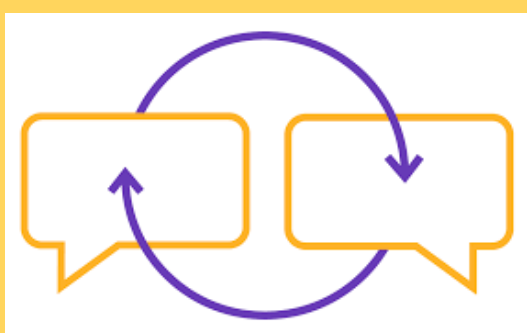- All tools placed properly (at designated spaces), etc

STEP 2

The participants are explained the principles of giving feedback including types of feedback messages. (Link to **Feedback ABC and Speaking for yourself**) Based on this information and evaluation criteria every group words a feedback message.

Mastering the Art of Feedback

with Heather Mylan-Mains

STEP 3

Roleplay - one group are tutors, one group trainees, other groups are observers. Tutor group gives feedback to the trainee group according to the feedback message.
Trainee group listens and says if this feedback message was understandable and motivating.

The method is more impactful if the tutor group is instructed to give negative feedback. All groups take on all roles. The observer group also has to evaluate whether the feedback message was understandable and motivating.