

## Preceptor Resource PROVIDING CONSTRUCTIVE FEEDBACK

Feedback is an essential part of learning and should be ongoing. It is most effective when it is presented in a non-judgemental way that suggests change and improvement.

### Timely

Feedback should be given at the earliest opportunity in a relaxed and supportive environment.

### Check for understanding

Ask the learner to summarize the discussion and work together to determine next steps.

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### **Proactive**

Use language that is constructive and encouraging. Ask the learner how they think it went, what worked and what needs improvement.

#### Share ideas

Focus on the things the learner can change and improve on.
Include specific solutions or recommendations (i.e. "I usually approach this like...")

### Specific

Provide feedback on what you observe rather than making assumptions about behaviour.

Comments should be about what the learner did.