

Feedback Examples

Constructive Feedback

Constructive feedback focuses on providing specific, actionable suggestions to improve performance.

Example: “You did a great job maintaining the sterile field during the procedure. However, I noticed that you struggled a bit with identifying some of the instruments. To improve, I recommend spending some time reviewing the instrument tray and practicing with a mentor.”

Positive Feedback

Positive feedback highlights what you are doing well to reinforce good behaviors and practices.

Example: “Your setup of the operating room was excellent today. Everything was organized and ready well before the procedure started, which helped the team stay on schedule. Keep up the great work!”

Negative Feedback

Negative feedback points out deficiencies or mistakes without necessarily providing constructive suggestions. While not ideal, it can highlight areas needing immediate attention.

Example: “You were late for the start of the procedure today, which delayed the entire team. This is unacceptable and needs to be addressed.”

Evaluative Feedback

Evaluative feedback assesses performance against a standard or benchmark.

Example: “Based on our performance standards, your instrument handling skills are currently at a basic level. We expect all technologists to reach an intermediate level within six months.”

Descriptive Feedback

Descriptive feedback describes the situation and the impact of your actions, helping you understand the context and consequences.

Example: “When you quickly and correctly identified the need for additional gauze, it helped the surgeon maintain focus on the procedure, which is crucial for patient safety.”