

## WORKSHEET: Giving Feedback to Learners

Briefly describe the key aspects of a particularly challenging encounter where you gave feedback to a learner.

Check the characteristics that impeded the effectiveness of the feedback in your example:

- |     |                      |     |   |
|-----|----------------------|-----|---|
| ___ | 1. Specificity       | ___ | 5. Learner Reaction   |
| ___ | 2. Frequency         | ___ | 6. Action Plan  |
| ___ | 3. Timing            | ___ | 7. Learning Climate<br>(e.g., acknowledge learner's situation, admit limitations) |
| ___ | 4. Positive/Negative | ___ | 8. Communication of Goals (e.g., agree on goals with learner)                     |

What level(s) of feedback did you use in the feedback encounter?

1. Minimal Feedback
2. Behavioral Feedback
3. Interactive Feedback

What alternative approaches might you use to increase the effectiveness of the feedback?