

## Engaging in Quality and Effective Feedback

*When engaging in feedback FOCUS ON:*

- Description
  - Observation
  - Balance of positive and negative
  - Be aware if person is experiencing feedback overload
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*When GIVING Feedback use statements such as*

- “I have a concern about...”
  - “I want to discuss...”
  - “I have some thoughts on...”
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*When RECEIVING Feedback consider*

- Stopping initial negative reaction
  - Remembering the benefit of peer collaboration
  - Listening for understanding
  - Asking follow up questions for clarification
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