

Getting Maximum Value from Feedback

January 26 2018

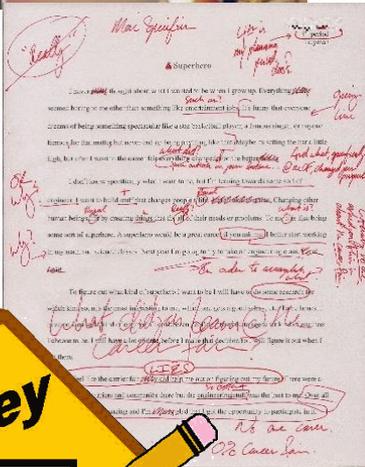
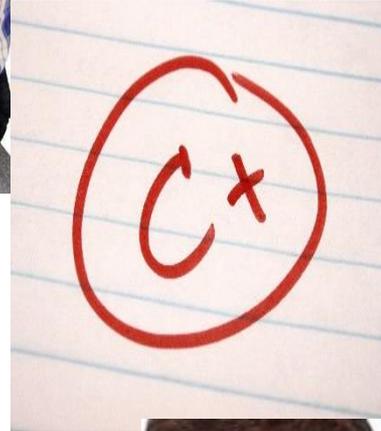
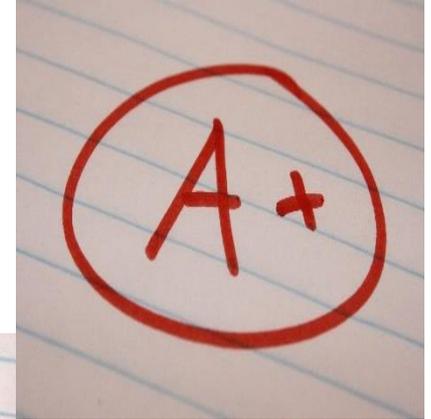
Objectives

- Understand the nuances between giving and receiving feedback
- Learn how to engage, clarify and acknowledge the feedback you receive
- Learn five key steps in giving feedback

Feedback Context

- Who gives us feedback?
- How do they give us feedback?
- When do we get feedback?

Feedback Context



Feedback Context

- How effective is feedback?
- When is feedback ineffective?
- What are the most effective sources of feedback for you?
- As a graduate student how might you use the feedback you receive?

Feedback Context

- Feedback “rich”
- Many processes in higher education have strong feedback components
 - Thesis
 - Assignments
 - In class
 - Teaching evaluations
 - Scholarly work
 - Mentoring

Self Assessment

	Proficiency		
	High	Medium	Low
Giving Feedback			
Receiving Feedback			

What challenges you?

Personal Receptivity to Feedback



I am completely receptive to feedback – direct, honest and candid (“bring it on”)

I am receptive to feedback – direct , honest, and considered. (but soften the feedback)

I am somewhat receptive to feedback provided it is carefully considerate. (include praise)

Not sure about my receptivity to feedback- hint and quietly suggest the feedback . (provide praise and encouragement rather than hurt my feelings)

Don't like feedback and certainly not “negative” feedback

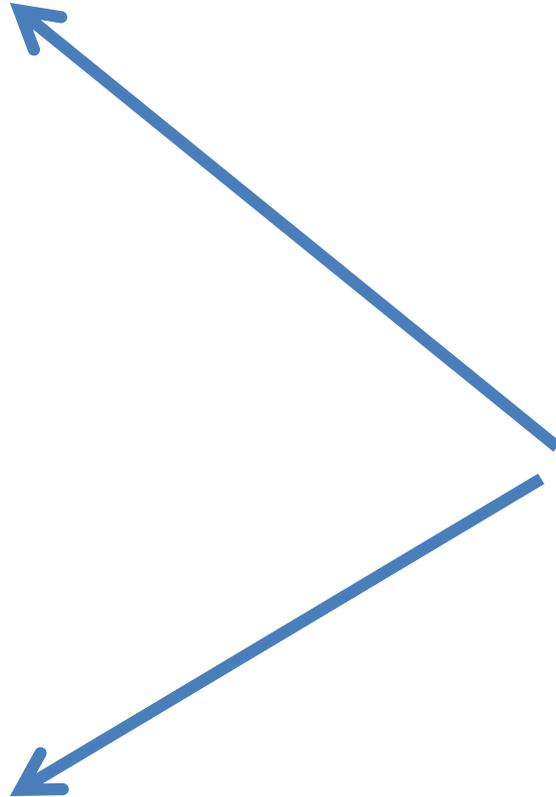
Receiving Feedback

- Engage
- Clarify
- Acknowledge
- Then What?

Giving Feedback

- What?
- Where?
- When?
- How?
- Now What?

Am I accountable for giving the feedback?



Giving Feedback

- Considerations
 - Intent
 - Specificity
 - Timeliness
 - Authenticity
 - What can the other person do with the feedback?