Types of feedback

- Informal feedback, seen in a day-to-day basis > usually given in a verbal form by any member of a multidisciplinary team.

- Formal feedback, comes as a part of a structured assessment > usually given in a written form by any member of the multidisciplinary team, but most frequently by peers or superiors.

- Formative feedback, a form of feedback to aid with someone’s learning progress at a particular time through a course or during the acquisition of a new skill. It creates the opportunity to gain feedback, reflect and redirect effort if appropriate.

- Summative feedback, feedback which measures the performance against a standard, and comes with a mark/grade and feedback to explain your mark.

The sandwich/hamburger model in giving feedback

1, start with positive feedback

(Begin the conversation by highlighting something the person did well. This creates a positive and open atmosphere, setting the stage for the feedback)

2, provide constructive feedback

(After the initial positive comment, share the area that need improvement or the issue that needs to be addressed. Focus on behavior or specific actions, not personal attributes)

3, End with positive encouragement

(Conclude by reinforcing positive qualities or expressing confidence in the person’s ability to improve. This leaves the person motivated to act on the feedback)

This model, encourages improvement without making the person feel criticized, promotes a balanced conversation reducing defensiveness, and reinforces positive behavior and provides a clear path for improvement.

1, I applaud you for the way you hold the audience’s attention, and you have a lovely desktop background btw

2, with that being said I do believe the audience would appreciate more context behind your research, and I would like to advice you to keep your attention with the task at hand and your audience.

3, in overall there are some areas of improvement but when that is done, you’re all set. So, keep up the work

4.1c

4.1d

When receiving feedback, we can either run, hide, or say thank you. Though some may look at feedback as roadblocks, we may have to look at it as bumps in the road where we must adapt for a favorable outcome. Even when it stings, it can be a gift if we approach is with the right mindset, learn to grown from every piece of advice or critique. So view feedback as learning opportunities and read harry potter rather than your email.