

Fundamentals of Training

Feedback

Elements of Effective Feedback:

1. Specific
2. Timely
3. Incorporates both types of feedback

Types of Feedback:

Positive (Motivational) Feedback – Give praise or external rewards to reinforce performance

Negative (Developmental) Feedback– Inform students what they need to do to improve performance

Modeling

The Modeling Process:

1. Demonstrate the behavior or thought process
2. Give time to practice
3. Reinforce when students get it right

Sources of Models:

- The Instructor
- Peers
- Video demonstrations

Coaching

The Coaching Process:

1. Understand the current knowledge and skill level of the student
2. Identify the learning outcome
3. Provide just enough instruction so the student understands and then gradually taper off assistance when no longer needed

Coaching Techniques:

- Leading Questions
- Signaling
- Relate back to previous knowledge

