

# **Giving and receiving effective feedback**

# Warm-up activity

- Think about all whenever you have received “feedback”
- What are the characteristics of effective feedback?
  - What made the feedback effective (good, useful, etc...)?
- Come up with three (bullet) points

# Warm-up activity

- Think about all whenever you have received “feedback”
- What are the characteristics of effective feedback?
  - What made the feedback effective (good, useful, etc...)?
- Answer and up-vote your favourites

**Answer on**

# Is this good feedback?

## Feedback:

**In your presentation, I really liked your passion, energy, and enthusiasm - it really did look like you were very interested in your topic! The examples you used at the end did not fit the technical definition you gave at the beginning, and the analogy was a bit complex, but I understood it. Overall fantastic job, I think your talk was well done!**



**Answer on [PollEV.com/MDS4](https://www.pollEV.com/MDS4)**

# Is this good feedback?

Yes

No

# Breaking it down

**In your presentation, I really liked your passion, energy, and enthusiasm - it really did look like you were very interested in your topic!**

**Beginning**

**The examples you used at the end did not fit the technical definition you gave at the beginning, and the analogy was a bit complex, but I understood it.**

**Middle**

**Overall fantastic job, I think your talk was well done!**

**End**

# Breaking it down

**In your presentation, I really liked your passion, energy, and enthusiasm - it really did look like you were very interested in your topic!**

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# Breaking it down

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**Middle**

**Overall fantastic job, I think your talk was well done!**

**End**

# Is this good feedback (re-vote)?

Yes

No

# “Sandwich” Method



# “Sandwich” Method

**Do not use the  
Sandwich  
method!**

**(Additional Reading)**





# Principles of effective feedback

• Specific	Provide at least one example or instance from their work, reference a specific instance where it occurred and avoid general comments like “visuals were good”
• Actionable	Offer some advice or something specific they can do better next time: “bigger images”, “try different technology”
• Timely/Relevant	Debriefing before or after the presentation is valuable. No value in fixing “last 5 presentations” and going too far back. Balance between “early enough to still be relevant” and “late enough to be accepting of feedback”
• Objective	Give reasons why implementing suggestions will improve their work. Example: “I was in the back row, had to squint to see”
• Constructive	Building the competency of the one receiving the feedback rather than “showing off knowledge” from the one giving the feedback. Nit-picky errors are not useful to point out unless there is nothing else to improve.
• Consent-based	Make sure the receiver actually wants the feedback, and are ready to receive it. <b>Ask them</b> what they want feedback on
• Empathetic/Tone	Try to relate to the person you’re giving feedback to. For example, give an example of how you also suffer from the same problem. Should not come across as condescending or looking down on the person.

# If you need a framework...

**Perfect Product**



# If you need a framework...

**Draft**



**Perfect Product**



# If you need a framework...

**Draft**





# If you need a framework...

**Draft**



**Revised Product**



**Perfect Product**

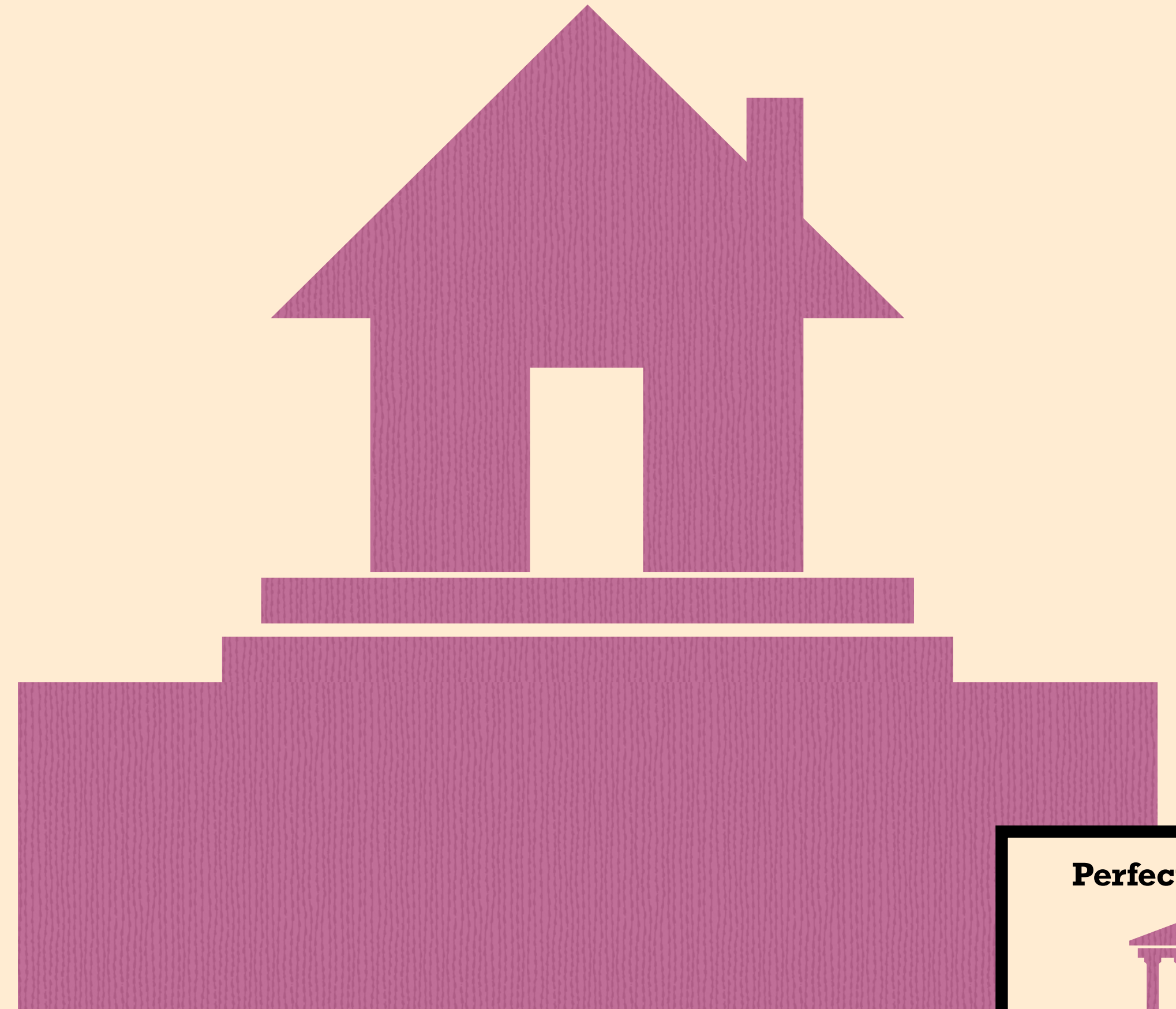


# If you need a framework...

**Draft**



**Revised Product**



**Perfect Product**



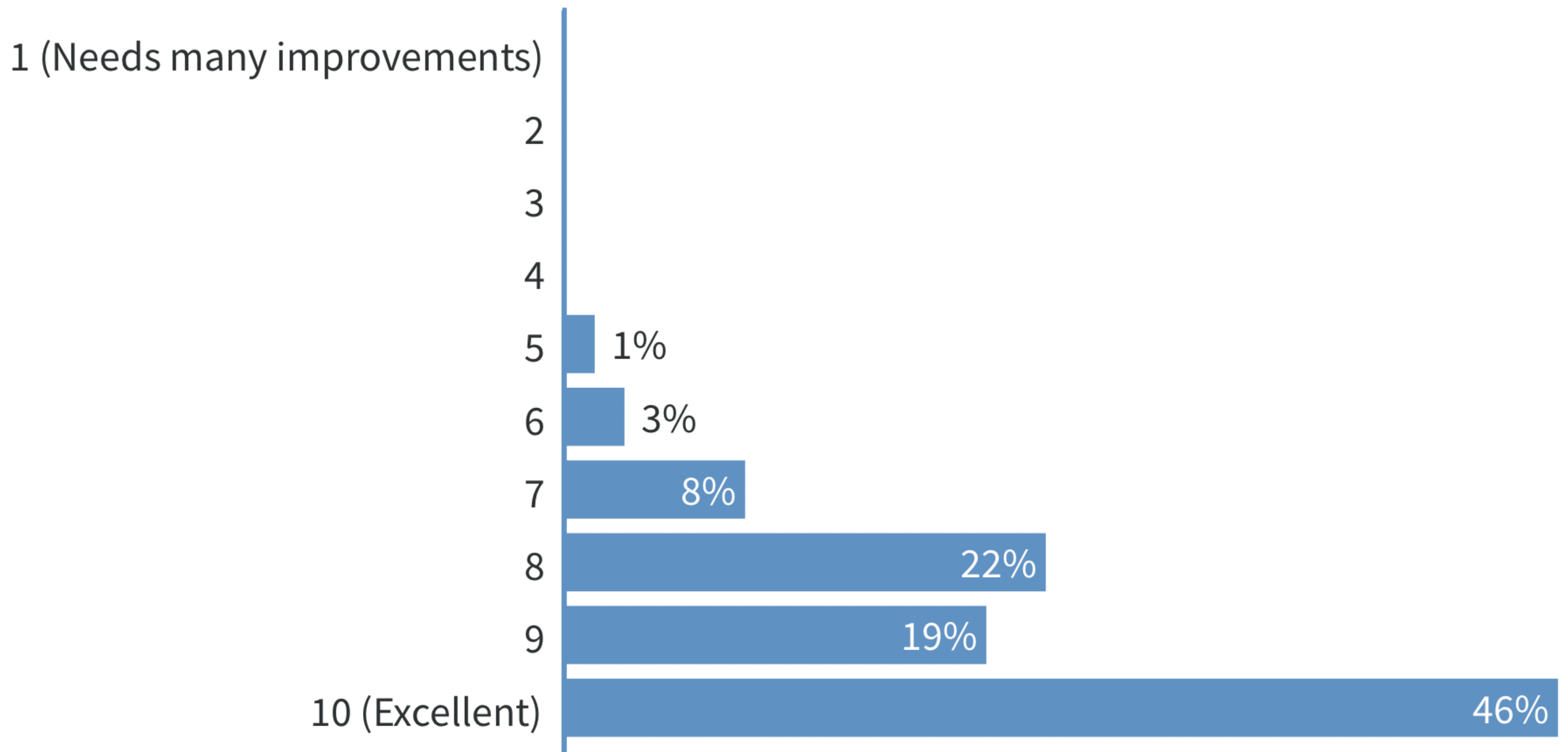
# Presentation Review

- Next week:
  - Each of you will do a 3.5-5 min presentation
  - TAs will evaluate you on:
    1. Mechanics (follow instructions)
    2. Reasoning (explanation, quality of content)
    3. Presentation (aesthetics)
  - You will receive detailed feedback from one peer
  - You will also receive aggregate feedback on 3 things from 23 peers

# Presentation Review

- You will also receive aggregate feedback on 3 things from 23 peers
  1. Quality of content/explanation
  2. Quality of presentation/delivery
  3. Use of visuals/aesthetics

# Quality of content/explanation



# Quality of presentation/delivery

1 (Needs many improvements)

10 (Excellent)

2

3

4

5

6

7

8

9

4%

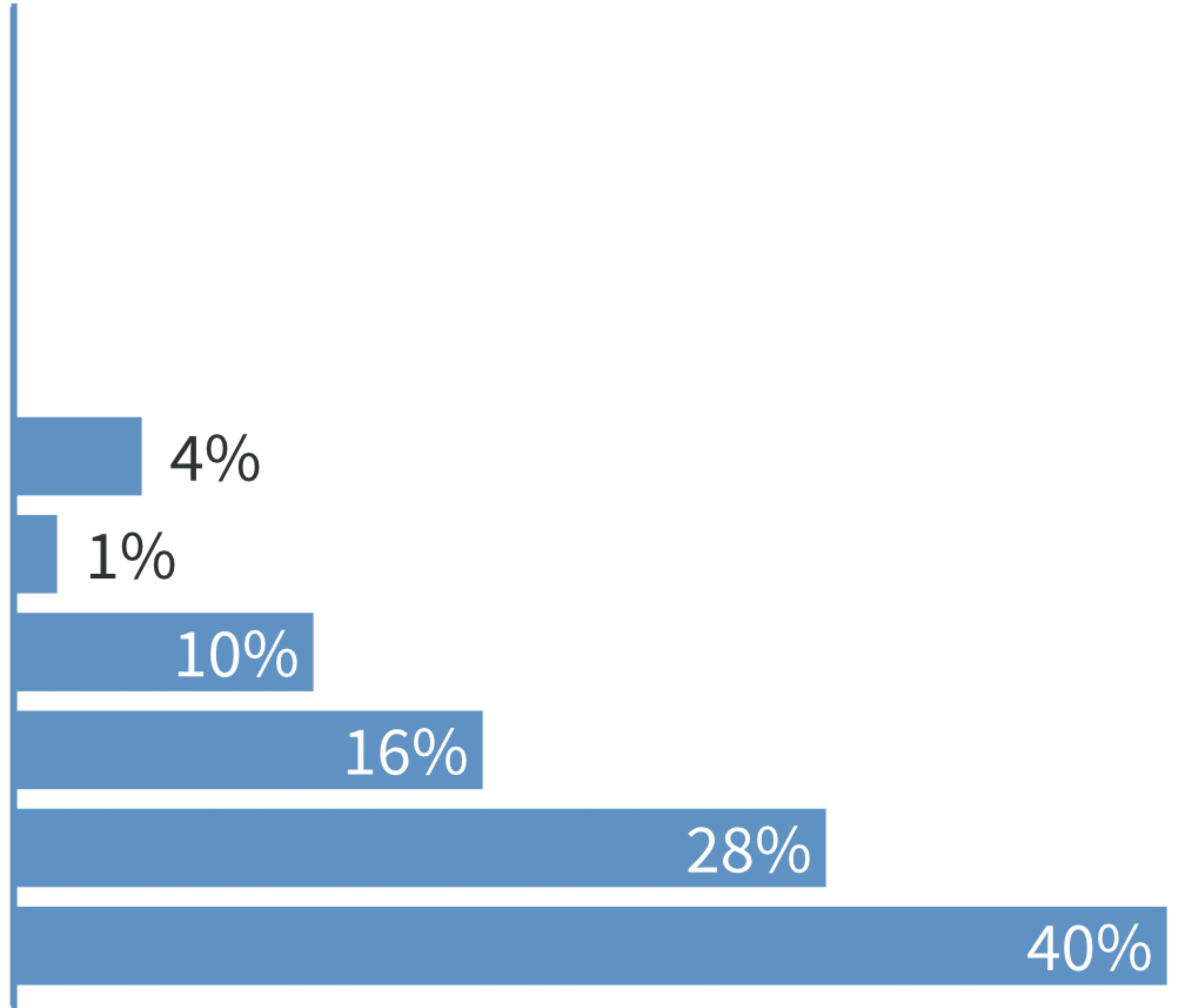
1%

10%

16%

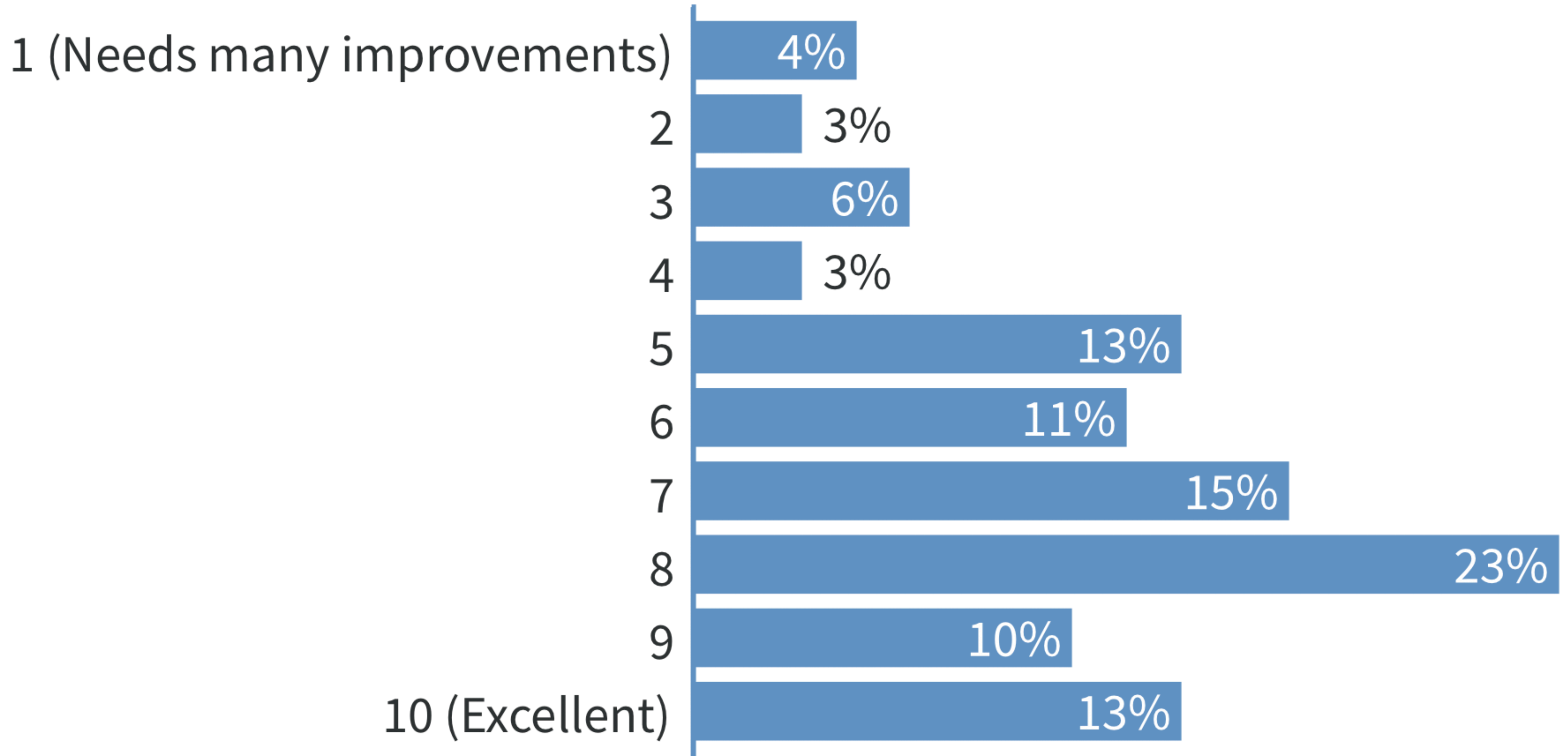
28%

40%





# Use of visuals/aesthetics



# Code Review



# 542\_code\_review\_template

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This repo contains code files for the code review activity

## Instructions

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1. Fork this repository.
2. Clone the forked repository.
3. Add me (firasm) and the two other team members as collaborators on your repo with write access. [Instructions](#).
4. Create a branch off main to make your edits.
5. Pick one code file: `beginner.py` , `intermediate.py` , `advanced.py` .
6. Create a **DRAFT** pull-request to your own repository.
7. Select a function to improve, make your edits, commit to your branch (DO NOT automatically merge it in).
8. Once you're done committing, confirm your PR and click "Ready for review".
9. Request a review from someone in your group of 3.
10. Each person will review a PR and provide detailed comments.
11. The original author should review the comments, make any changes (if any) and then merge the PR

# Summary

- Feedback is integral to our processes as data scientists
- Use principles of effective feedback
- Do not use the sandwich method for feedback
- Be genuine, thoughtful, and deliberate about feedback (giving and receiving)
- Code-review: It's good, it's fun! We should do more of it!

# Principles of effective feedback

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