

TIPS FOR OFFERING CONSTRUCTIVE FEEDBACK

As preceptors, you are dietetic educators! Under your guidance, interns practice applying their book knowledge to real-life situations. Students need your feedback to gain the skills necessary for their future as Registered Dietitians.

HOW TO GIVE EFFECTIVE FEEDBACK

- State the purpose of your feedback
- Describe specifically what you have observed
- Describe your reactions and your observations of the effects on others
- Give the other person an opportunity to respond
- Offer clear and specific guidance you expect to be followed; avoid ambiguity
- Express your support, summarize clearly, and set a time to follow up



SUGGESTIONS FOR APPROACHING FEEDBACK

- Make your feedback specific to the behavior
- Consider your timing when providing feedback
- Focus on behaviors or actions the receiver can do something about
- Use I statements as opposed to you statements
- Give feedback in a calm, unemotional language, tone and body language
- Conversation should be a dialogue
- Clearly identify expectations

EXAMPLE CONVERSATION

Poor: "Jane, you are still calculating fluid needs wrong."

Positive/Specific: "Jane, I'd like to share how we calculate fluid needs. The numbers you came up with for Ms. J are too low and could lead to dehydration. What equation are you using? I'd like you to switch to this equation. Please try it for Ms. J and then let's talk."

We are here to help you troubleshoot. Please call 206.221.4920 or email AEL4@uw.edu anytime.