

# TEACHING TIPS: ASK-TELL-ASK



## NOSM U CEPD TIP SHEET



**Ask-Tell-Ask** is a learner-centered feedback approach that fosters learners' abilities to identify their own strengths and areas for improvement. This approach promotes learner accountability by facilitating the development of reflection and self-assessment skills. The bidirectional exchange of information creates a feedback conversation.



### Step 1: Ask

Ask the learner for their self-assessment and their perceptions of what went well and what could be improved.

- What went well?
- What could be improved?



### Step 2: Tell

Tell the learner your opinion and acknowledge their concerns. Reinforce what the student did well and identify one area for improvement. Correct any mistakes.

- You did a great job with...
- One area you can improve is...



### Step 3: Ask

Ask the learner for a plan to improve their performance. Clarify the learner's understanding of your feedback. Explore how you can assist them with their educational plan moving forward.

- Moving forward, what can you do to further your learning?
- How can I assist you with your learning plan?



To further your learning with a brief summary of ASK-TELL-ASK, watch the video "Quick Teaching Tip: Feedback" by Virginia Apgar Academy of Medical Educators. [Select this link to watch the video.](#)

**Reference:** PAEA's Committee on Clinical Education. (February 2017). Ask-Tell-Ask Feedback Model. Retrieved 5 April 2025 from [Link](#)

