

# LEARNER'S PERSPECTIVE: RECEIVING & RESPONDING TO FEEDBACK



NOSM U CEPD  
TIP SHEET

Feedback is a continuous & collaborative process that allows you to learn from both positive and challenging experiences. Being prepared to receive feedback, and being open to learning from it, enhances performance and self-development.

## Practice Self-Assessment

Practice self-assessment so that you are prepared to engage in a feedback discussion. When evaluating your performance, try breaking down larger tasks into their component parts. This will help you identify specific areas for improvement.

## Remember Feedback Benefits Everyone

Regardless of career stage, everyone has blind spots and opportunities for growth and development. Receive positive and critical feedback openly to help you grow in your career and gain greater self-awareness.

## Be Proactive and Ask for Feedback

Take a proactive approach and ask for specific feedback. This will encourage preceptors to directly observe your performance, and it shows that you prioritize self-development.

## Control Emotions

Critical feedback can be emotionally challenging. Try to think of it as an opportunity for personal growth and development. Focus on the action and what needs to be changed.

## Reflect on Positive and Critical Feedback

Reflecting on feedback will allow for consistent improvement in performance. Summarize feedback you receive to aid reflection. Remember to focus on both positive and critical feedback. Learning from actions that you have done well can be just as important.

## Develop an Action Plan

Develop an educational plan to address any identified issues. Effective plans are SMART with specific, measurable, achievable, relevant, and time-bound actions.

## Ask for Specific Feedback

If the feedback received is very general, like "good job" or "your performance wasn't great," don't hesitate to probe deeper. Ask specific questions to clarify the feedback.

## Be Ready

Acknowledge that feedback may come at different times and in varying formats. This will prepare you to receive feedback and use it wisely.

