

SFED MODEL OF FEEDBACK

HOW TO USE THE SFED MODEL OF FEEDBACK WITH YOUR LEARNERS



Self Assessment

"ASK"

ASK the Learner...

"How do you think that went?"
What was effective?
"What do you think you would like to do differently?"

Allow Learner to Speak First

Reflection

Encourage a "deeper dive"

Balance Positive and areas to improve

Feedback/Facts

"TELL"

Provide **NON-JUDGEMENTAL**, **TIMELY** feedback on **SPECIFIC** behaviors and Skills



Encouragement

"Respond"

Convey Confidence in the learner

Use a Supportive tone

Use Empathy Skills

Direction

"ASK"

ASK Learner to Self Identify strategies for improvement

"Where am I?"
"Where do I need to be?"

Challenge the learner to reach their potential

Collaborate on nex steps
"How do I get there?"



Find a quiet, private space for feedback
Name what you are doing

"I'd like to give you some feedback. Is now a good time?"