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 next 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?"