

Supporting a Positive Feedback Environment



FacDev_{in} 5 KEY TAKEAWAYS



Watch the FacDev in 5 Video featuring Dr. Granville LLOYD, Associate Professor and Program Director, Urology Residency Program.

KEY TAKEAWAYS



Tips for building a positive feedback culture.

1

Be Available

Establish a routine to deliver timely, specific, and credible feedback based on ongoing observation.

2

Encourage Feedback Seeking

On day one, invite learners to seek feedback anytime and show appreciation when they do.

3

Deliver Feedback with Care

Tell learners feedback supports their success. Use empathy, focus on behaviors, and stay objective.

4

Provide Quality Feedback

Keep feedback specific and goal-focused. Use models like Ask–Tell–Ask to guide the conversation.

5

Balance Praise and Critique

Acknowledge both successes and areas for growth to support learning and boost morale.



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[Gong Z., et. al. The relationship between the feedback environment and creativity: a self-motives perspective \(Psychol Res Behav Manag 2019\).](#)

[Page C.P., et al. Using a Delphi technique to define a feedback culture in graduate medical education \(Fam Med 2021\).](#)

[Steelman, L.A., et al. The feedback environment scale: Construct definition, measurement, and validation \(Educ Psychol Meas 2004\).](#)

