

Delivering Effective Feedback

FacDev in 5 KEY TAKEAWAYS



Watch the FacDev in 5 Video featuring Dr. Ashoke Khanwalker, Assistant Professor, Otolaryngology - Head and Neck Surgery.

KEY TAKEAWAYS



Use **Ask-Tell-Ask** to invite reflection and dialogue.

The **Ask-Tell-Ask model** structures feedback as a two-way exchange, giving learners space to reflect and self-assess before feedback is offered. It fosters engagement, shared understanding, and forward progress. **Follow this simple structure:**

ASK

Invite Learner Self-Assessment

Ask “How do you think that went?” or “What could be improved?” to gauge self-awareness, uncover concerns, and ease into feedback.

TELL

Share Observations and Insights

Tell learners specific observations and provide feedback highlighting strengths and one or two key improvement areas.

ASK

Check In and Plan Next Steps

Ask “What are your key takeaways?” or “What will you do differently next time?” to check understanding, then collaborate on action items and needed support.



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[Jackson, J., et al. Diagnostic reasoning, deconstructed: A teachable framework for novices \(Acad Med 2022\).](#)

[Liakos, W., et al. Frameworks for effective feedback in health professions education \(Acad Med 2023\).](#)

[Shafian, S., et al. The feedback dilemma in medical education: insights from medical residents' perspectives \(BMC Med Educ 2024\).](#)

