

Giving effective feedback involves

- I** dentifying objectives clearly before the learning sessions
- M** aking an environment that includes regular, constructive feedback (feedback-friendly)
- P** erformance assessment (directly observed)
- R** esponding to learner self-assessment
- O** bjective, outcome-oriented, information on specific behaviors
- V** alidating what was done well
- E** stablishing a practical plan for follow-up and additional feedback