

# Verbal Feedback

*Tips for providing effective verbal feedback for continuous learning.*

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1. Establish feedback as an expected, frequent educational routine
2. Link feedback to the learners' goals and to established learning objectives
3. Observe with efficiency—short, targeted observations for data collection
4. Focus feedback on your observations of **specific, modifiable** behaviors
5. Conduct **timely** conversations
6. Use the framework: **Prepare to ADAPT: Ask–Discuss–Ask–Plan–Together**
7. Keep your feedback brief and digestible – limit to 1-2 main points each time
8. Plan future performance improvements with the learner