



APPD 2019 Spring Meeting





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Approaches for Giving Feedback

- Feedback, when successful, reinforces "desirable" behavior and changes "undesirable" behavior
- To create change in learners, as educators we need to understand the underlying frames



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Judgmental Feedback Approach

"Shame and blame" approach to feedback

"The judgement approach, whether laced with harsh criticism or more gently applied, places truth solely in the possession of the instructor, error in the hands of the trainee, and presumes that there is an essential failure in the thinking or actions of the trainee."



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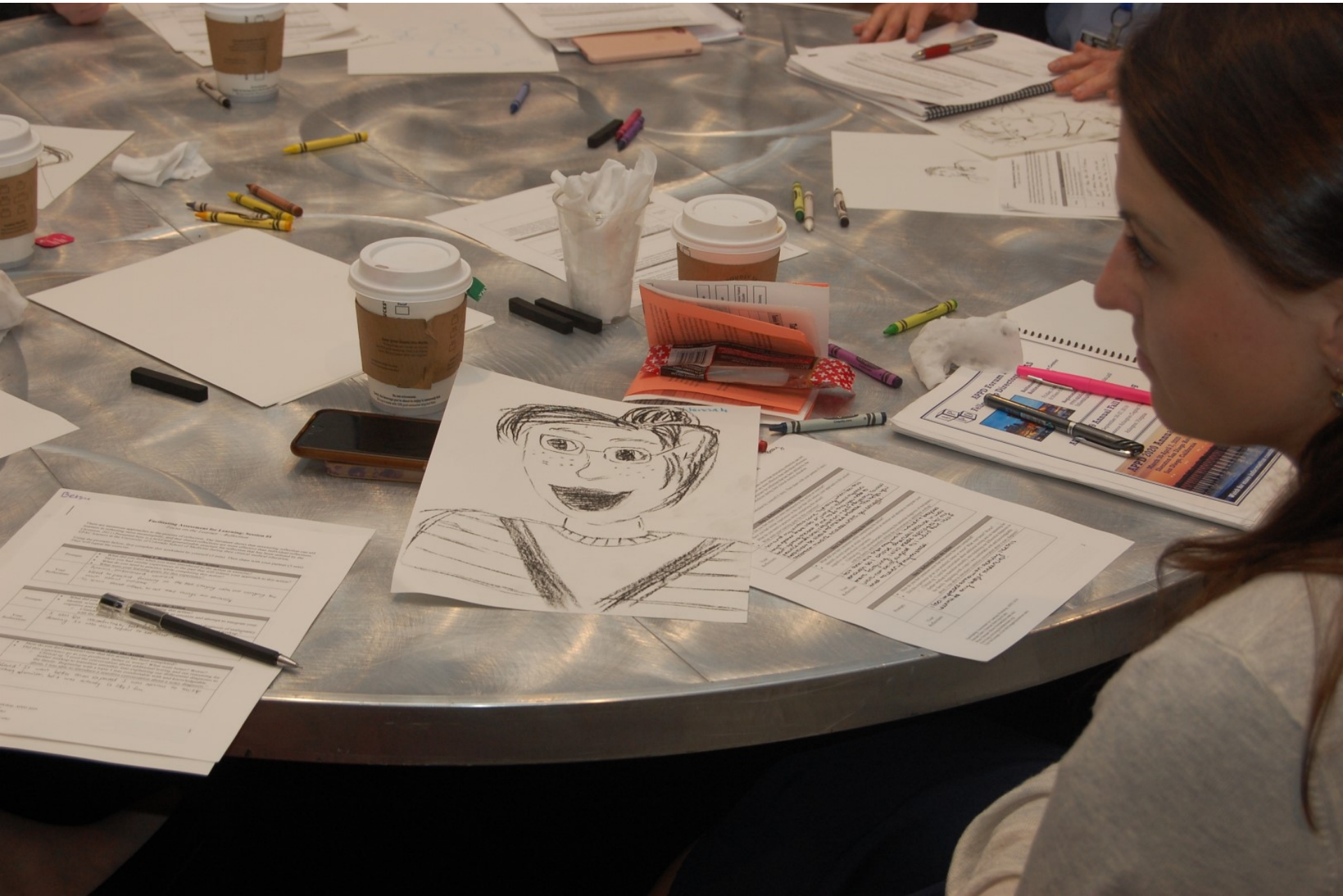


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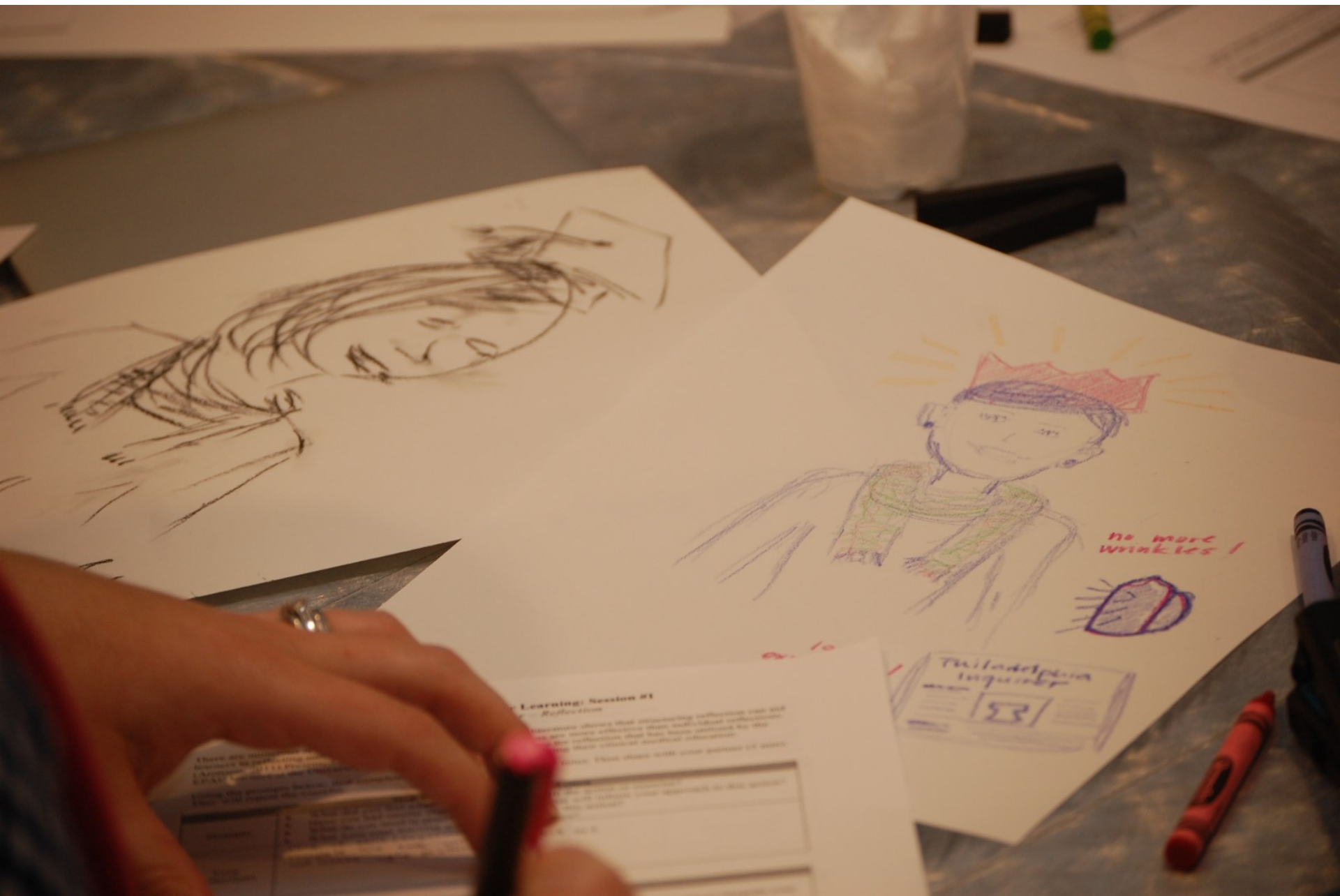


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A central graphic on a brown corkboard background. It features a light pink rectangular card with the text 'Imposter Syndrome' in a bold, black, sans-serif font. The card is surrounded by numerous small, square sticky notes in three colors: light blue, orange, and yellow. The sticky notes are scattered around the card, some overlapping it, creating a sense of a busy or cluttered workspace.

**Imposter
Syndrome**



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