LEARNING WITH FEEDBACK

Rinna Toikka / Language Centre / Communication

DEFINING FEEDBACK

- Help / information / another perspective
- Communication competence: knowledge, skills, attitudes
- Giving and receiving --- discussion
- Defining the situation & the position

- Challenges: subjectivity? Learning with critical feedback?

THE FEEDBACK FALLACY

"focusing people on their shortcomings or gaps doesn't enable learning. It impairs it"

"all we can do—and it's not nothing—is share our own feelings and experiences, our own reactions"

https://hbr.org/2019/03/the-feedback-fallacy

HOW TO GIVE CRITICAL FEEDBACK?

- Activating others (questions etc..)
- Distance from personality
- Defining the position
- Separating observations and interpretations

How to learn with critical (and positive) feedback?

- Unlearning
- Experience: "You´re on my side. I´m safe."

GROUP DISCUSSION

- Experiences on feedback cultures?

- Something to unlearn?

- What kind of feedback works for you? / What kind of feedback discussions you find useful?

SOME DISCUSSION....

- Different backgrounds and fields – different feedback cultures → people might try to be too polite → a frame might help? More instructions? To create a mutual feedback culture that works?

- Feedback vs. evaluation …needs to be clear.

- "Being on your side" both mentally and physically

- Harsh feedback culture in the academic world!? Something to unlearn?

- Feedback from the students vs. feedback from another teacher.. Very different position / role

- Power dynamics! Important to acknowledge and make visible

- "Don´t brake anything you don´t have time to fix"