

## **O P E N FEEDBACK FRAMEWORK**

### **O Orientation:**

1. \_\_\_\_\_ Introduced self.
2. \_\_\_\_\_ Explained what this feedback session was about.
3. \_\_\_\_\_ Told the learner that he/she wanted to help him/her improve.

### **P Perspective Sharing:**

4. \_\_\_\_\_ Asked the learner what happened.
5. \_\_\_\_\_ Listened without interrupting.
6. \_\_\_\_\_ Asked for clarification, paraphrased, or used active listening.
7. \_\_\_\_\_ Used specific descriptive language to tell the learner what he/she thought had happened.
8. \_\_\_\_\_ Did not communicate inferences (judgments) about the learner's behaviours.

### **E Exploration/Negotiation:**

9. \_\_\_\_\_ Asked the learner what he/she thought went well.

10. \_\_\_\_\_ Asked the learner what he/she thought could be improved.
11. \_\_\_\_\_ Listened without interrupting.
12. \_\_\_\_\_ Asked for clarification, paraphrased, or used active listening.
13. \_\_\_\_\_ Used specific descriptive language to tell the learner what went well.
14. \_\_\_\_\_ Used specific descriptive language to tell the learner what needed improvement.
15. \_\_\_\_\_ Summarized agreement on what happened.
16. \_\_\_\_\_ Summarized agreement on what went well.
17. \_\_\_\_\_ Summarized agreement on what needed to be improved.

### **N Next:**

18. \_\_\_\_\_ Asked the learner to suggest action to take.
19. \_\_\_\_\_ Asked for clarification, paraphrased, or used active listening.
20. \_\_\_\_\_ Suggested a plan (or modifications to the plan the learner suggested).
21. \_\_\_\_\_ Summarized agreement on a plan of action.
22. \_\_\_\_\_ Concluded the session with a friendly comment.