

Contrasts Between Traditional and Learning-focused Feedback

Traditional feedback (Evaluation)	Learning-focused feedback (Coaching)
Product	Process
Opinion/judgment	Criteria-based
Single form/source of data/evidence	Multiple forms and sources of data/evidence
Expected	Desired
Untimely	Timely
Impersonal	Responsive to learner
Occasional	Frequent
Past-focused	Future-focused
One-way	Reciprocal
Communicated	Skillful Interaction
One dimensional	Multidimensional

Adapted from The Feedback Process. Joellen Killion. Learning Forward (2015).

Questions to consider:

- What are some purposes of feedback in a systems coaching relationship?

- How might coaches keep feedback from being personal or subjective?

- In any coaching relationship, who could benefit from receiving feedback?