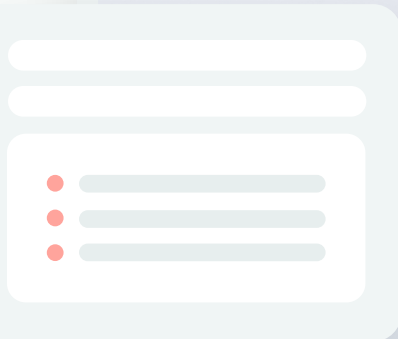# 10 Tips to Provide More Constructive Feedback in Nursing Education

Use this checklist to provide fair and actionable feedback every time.

Constructive Feedback Checklist

Make Your Feedback...

Safe

Establish an environment of trust and security by making feedback a common, everyday practice. When practical, deliver it privately—away from patients and peers. Consider individual students' needs—some thrive on challenge while others require a bit more care. Temper criticism with reassurance, and always encourage further questions.

Collaborative

Promote both self and peer review. Open dialogue teaches the art of collaboration—an essential skill in today's complex healthcare environment. Helping students become comfortable with plentiful, diverse feedback early on will promote lifelong success.

Timely

The sooner you deliver feedback, the more useful it will be. Responding immediately will help students react to and remember the lesson in a more positive way. Too much time between action and feedback can cause confusion about which skill is in question.

Relevant

Make sure your nursing students understand how skills and feedback tie in with overall course objectives. Consider using a rubric to communicate assignment expectations. This provides students with specific information about their clinical performance as it compares to a set range of standards.

Logical

Explain the reasoning behind your feedback. Clarifying the importance of improving a skill (for patient safety, better communication, etc.) helps make your feedback more credible and memorable. When you take the time to provide a rationale, students will perceive your feedback as constructive rather than personal.

Specific

Avoid generalizations. Provide details to clarify what they're getting wrong and how they can get it right. Targeted feedback allows for more meaningful debriefings. And be sure to concentrate on one skill at a time. A lengthy, unfocused critique is less actionable and weakens student morale.

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Positive

Be sure to provide balanced feedback. For every error corrected, try to give a word of praise for skills they've mastered. Stay mindful of your tone of voice, facial expressions, and attitude—especially if you're under stress. Negative non-verbal cues can erode faculty-student trust, while encouragement boosts clinical confidence.

Frequent

Schedule brief, recurring 1:1 check-ins with each student to provide overall status updates. Frame your discussion using these four questions:

- **What are they doing well?**
- **Where are they struggling?**
- **How does their work compare with that of their peers?**
- **How can they do better?**

Model

When you give continuous feedback, students learn how to receive it, and they also learn how to give feedback to others. Teach them by example how to present constructive feedback to themselves, their peers, and others. And invite students to provide you with feedback on your teaching so they can practice and become comfortable offering it.

Interesting

Tailoring constructive feedback to reach every student is a challenge. Using a variety of tools can help. For example, video allows for more human feedback than a written critique or a simple grade. It also enables students to rewatch and reflect on clinical skills performance.

Bonus Tip

See how GoReact sets you up for video and assessment success, making it easier to deliver feedback that works.

Simplify feedback with GoReact

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