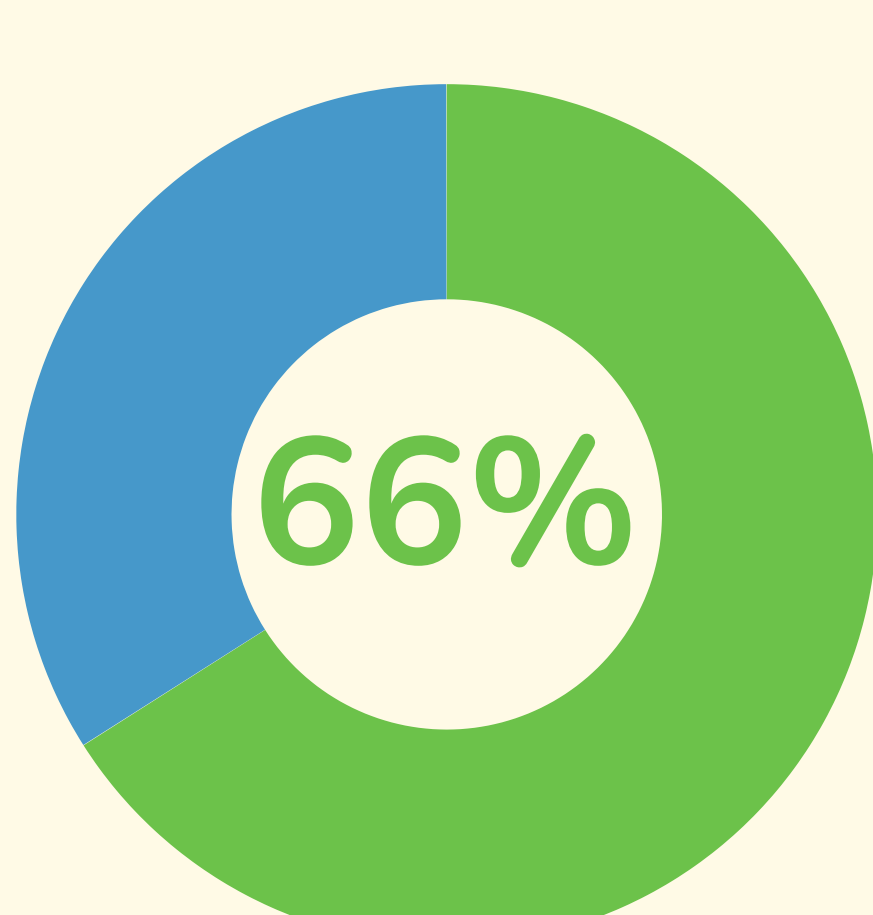


BECOME A FEEDBACK WARRIOR:

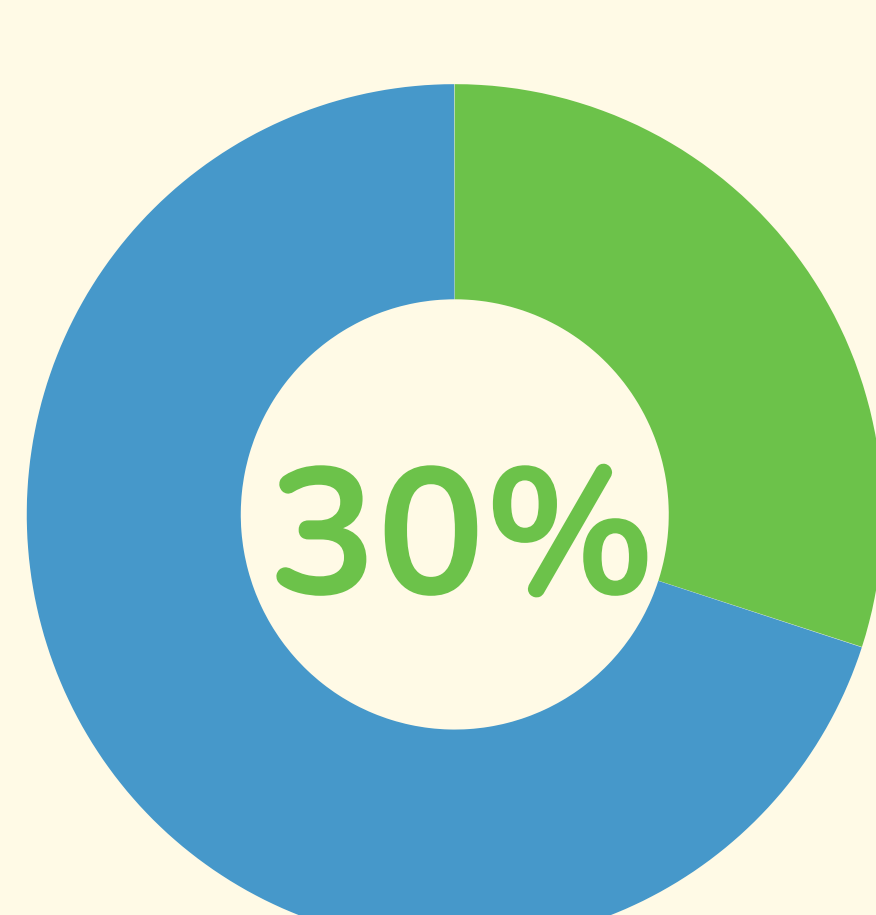
Equipping supervisors with the skills to provide effective feedback

Feedback is infrequently used in practice.

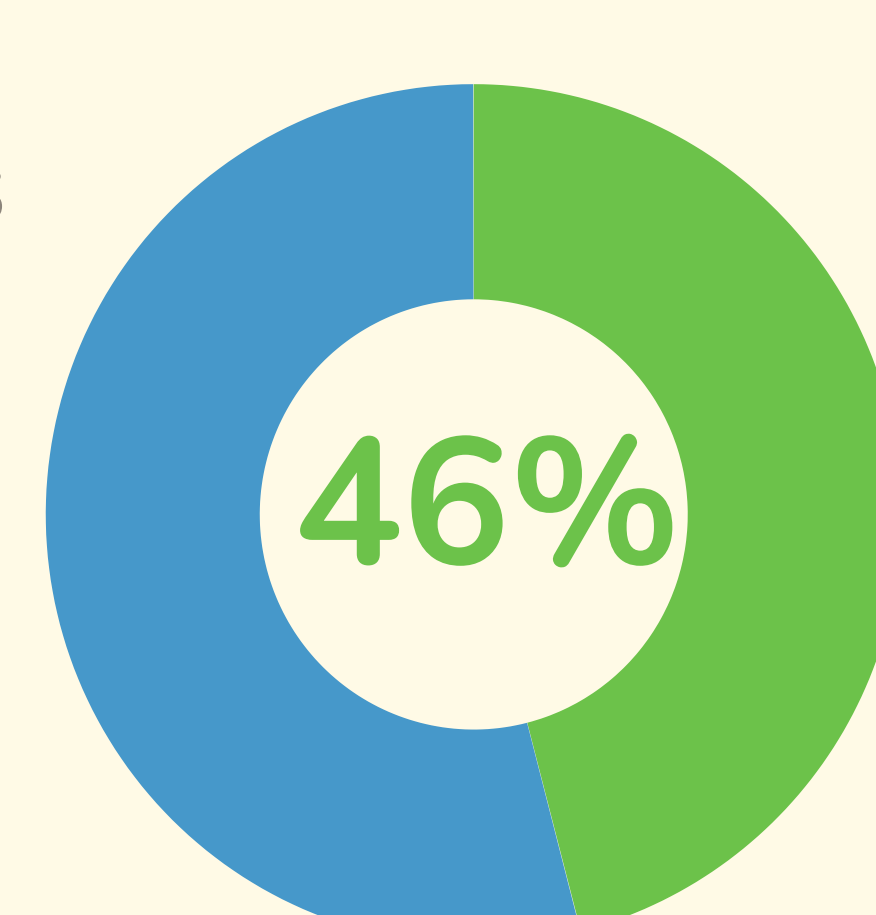
A recent survey of 576 BCBA's, BCaBA's, and RBT's revealed that...



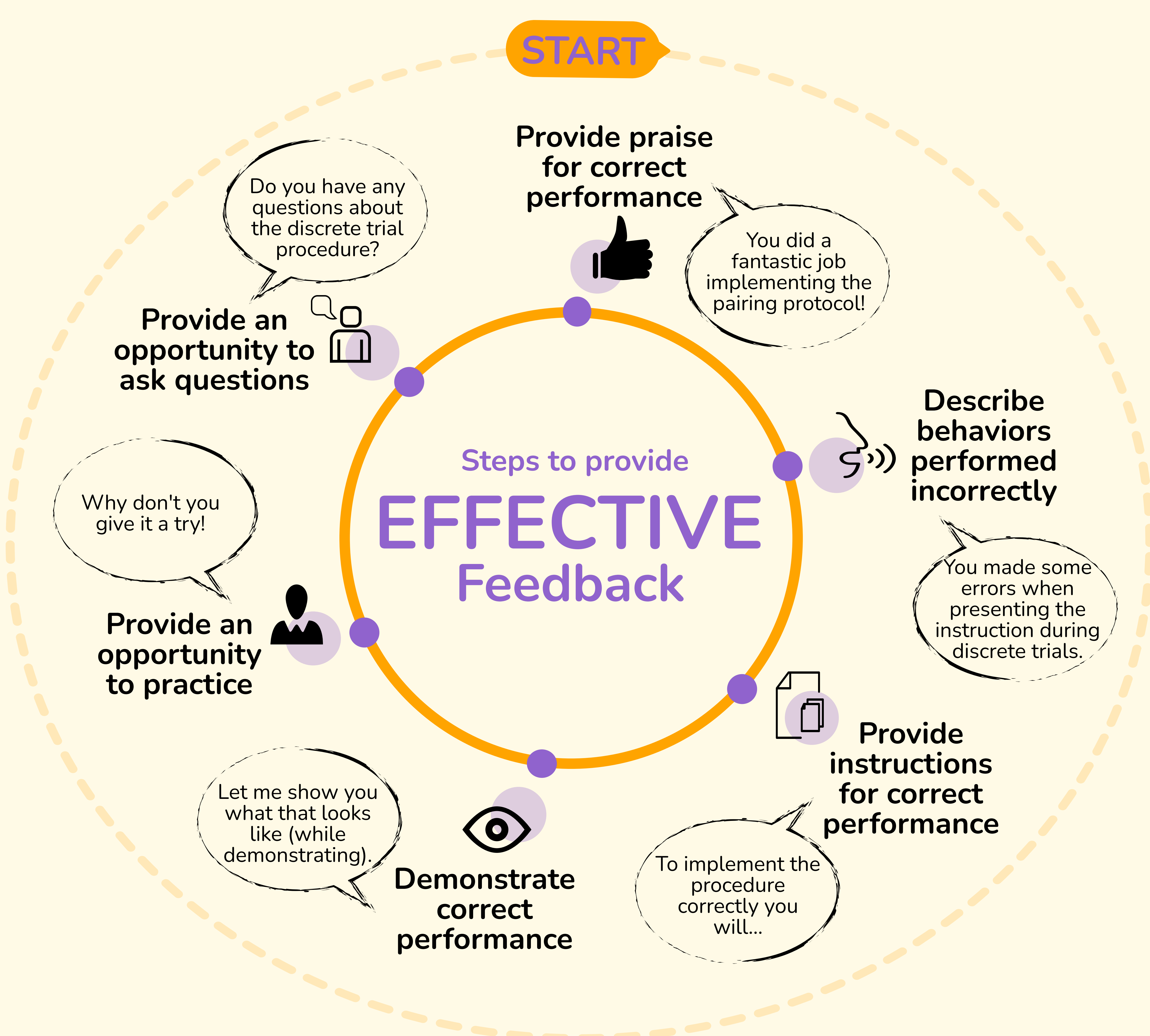
Supervisors did not provide feedback during supervision



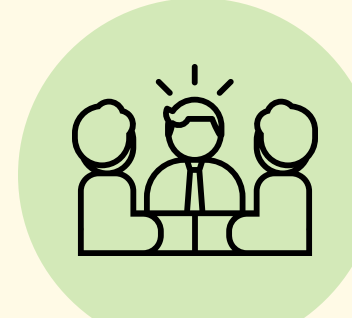
Respondents did not receive feedback during initial training



Respondents did not receive feedback during ongoing training



Suggestions for PRACTICE



Schedule your feedback sessions ahead of time

Barriers to providing effective feedback may occur in practice. We provide suggestions for strategies supervisors can adopt to improve their feedback delivery and increase feedback receptivity among their team.

It is critical to ensure all team members, even those with high integrity, receive regular feedback.



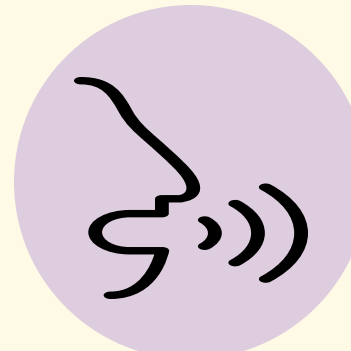
Practice the feedback you are going to provide

This could be in a role play session with colleagues or in front of your mirror. It is particularly important to practice when tough feedback needs to be provided.



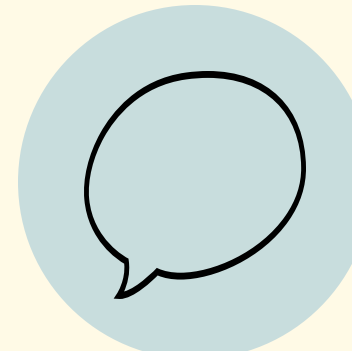
Catch your team members performing well

Provide praise for good performance during formal and informal observations. Acknowledge positive change.



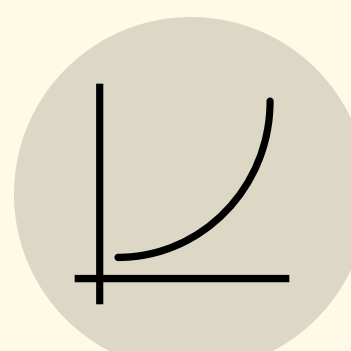
Acknowledge your commitment to your team member

"I want to support you in being the best employee you can be."



Provide an anecdotal story

"I have received feedback about this in the past too. One time..."



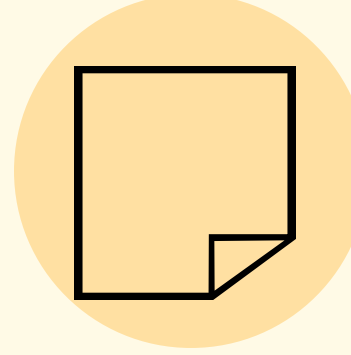
Provide feedback on reception skills

"It looks like you are struggling to accept my feedback. Can we talk about that?"



Do not provide feedback when emotions are high

Take time to process what occurred and provide feedback when tensions have subsided.



Solicit feedback on your delivery

Ask your team members to provide you with feedback on their perception of your feedback. Be sure to then implement those suggestions!

We can help!

Do you struggle to provide feedback? Do you want to incorporate technology into your feedback practices? Are you striving to be more transparent with your team members?

Schedule a call with a team member of BST to learn more about how to use BSTperform to fit your feedback needs!



Abigail Blackman, M.S., BCBA
Director of Customer Success

[Schedule a call!](#)