



British Columbia College of Social Workers

# Peer Feedback Guide

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## Peer Feedback Guide

Peer feedback can be a useful tool in helping you to think about and develop your CPD learning plan. Peer feedback is simply a private conversation between you and a colleague, either within or outside your current workplace, and it is different from a performance appraisal. Peer feedback is a way to develop insight into your practice and to validate your perspectives from self-assessment.

Please remember this is just a guide. The intent is to set up a safe, non-judgemental environment in which you can have an open but focused discussion. Feedback can also occur in unplanned moments. Regardless of when it occurs, it has the potential to be a very valuable learning experience.

Start by selecting a peer.

Agree upon a date, time and location to meet. Choose a location that is private with limited chance of interruption.

Prepare the information you want to discuss with your peer.

Briefly indicate to your peer what you would like to review and why it is important.

Review a few practice examples.

Be specific about your identified strengths and areas for growth.

You may want to share your ideas of learning activities planned for the upcoming year.

Listen, hear and try to understand what is being said to you by your peer. Paraphrase and ask for clarification. Be curious.

Ask for suggestions on how you can enhance your practice and grow professionally.

Show appreciation for the feedback you receive. Giving feedback is not an easy thing to do.

### Preparing for Feedback

### Asking for Feedback

### Receiving Feedback

## Giving Feedback

### Peer Feedback Guide

Be realistic and direct comments towards actions that your colleague can control.

Be specific and sensitive to the goals of your colleague.

Try to balance positive and negative feedback.

Adapted with permission from *CRPNBC Peer Feedback: Learning from Each Other* @ <http://www.crpnb.ca/wp-content/uploads/2011/11/CCP-Peer-Feedback-web-2012.pdf>