



# Coaching Feedback

In Competence by Design (CBD), there will be an increased emphasis on direct and indirect work-based observation to facilitate resident learning.

- A coach is a person guiding another through a process, leading to performance enhancement.
- Helping an individual to do some task better, developing a skill they don't yet possess, or providing guidance to achieve a specific objective.

Feedback	Coaching Feedback
<ul style="list-style-type: none"><li>• Focuses on what has already occurred (been observed).</li><li>• Can increase self-awareness.</li><li>• An observer provides external insight about what occurred but not specific suggestions as to how to improve.</li></ul>	<ul style="list-style-type: none"><li>• Focus is the learning potential.</li><li>• Provides the guidance to improve future practice.</li><li>• Is feedback with the emphasis on the specific actionable advice to strengthen a competency.</li></ul>