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Essentials of Effective Feedback Department of Orthopedic Surgery Massachusetts General Hospital Teaching to Teach May 2009 Jo Shapiro, M.D. Chief, Division of Otolaryngology Director, Center for Professionalism and Peer Support Brigham and Women ' s Hospital Associate Professor, Otology and Laryngology Harvard Medical School 2.

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And when you have more detailed answers, you can more easily craft an action plan on which you can both agree. Open-ended questions also show that you want to know more about the situation from the recipient's point of view and that you're open to perspectives other than your own.

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This feedback is based on opinion ("I don't think our customers will respond"), not fact. The correct answer is the statement based on fact: "You've miscalculated the formula used to size the market for our product.

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