

How to Introduce Feedback Literacy Relationship Model

As I first described in an article for Harvard Business Publishing Education, I typically introduce this model in the following steps:

- 1.** First, I'll spend 10 minutes discussing feedback and then another 20 co-creating a feedback definition with my students.
- 2.** Second, I'll show the model and offer starter questions to get the students thinking about their experiences and thoughts on each part.
- 3.** Third, I'll share how the dots between each circle segment in the model represent the interconnection of the components, emphasizing that while each holds its own space, they can flow into one another.

For instance, we discuss how learning to receive feedback as individuals can enhance our ability to give feedback, and how a small team with high feedback literacy can positively influence others and impact the overall feedback culture of a department. My goal is to empower students to improve individually and understand how feedback literacy aligns with a fundamental law of ecology: the organisms (us individuals) can impact the environment, and the environment (the existing culture) can impact us.

- 4.** Finally, I shift the conversation to how we can build our skills in each area. To do this, I present the Feedback Literacy Skills Development Diagram. Here is a [link to that image](#) and here is a [PDF to introduce it](#).