

# Rapid cycle deliberate practice

## ושיטת סנדוויץ

Tali Capua



## Our brains view criticism as a threat to our survival

Because our brains are protective of us, neuroscientists say they go out of their way to make sure we always feel like we're in the right—even when we're not.

And when we receive criticism, our brain tries to protect us from the threat it perceives to our place in the social order of things.

### We remember criticism strongly but inaccurately

Kathryn Schulz, the author of *Being Wrong*, explains that that's because “we don't experience, remember, track, or retain mistakes as a feature of our inner landscape,” so wrongness “always seems to come at us from left field.”



# 7 criteria for effective feedback:

- 1 The feedback provider is credible in the eyes of the feedback recipient
- 2 The feedback provider is trusted by the feedback recipient
- 3 The feedback is conveyed with good intentions
- 4 The timing and circumstances of giving the feedback are appropriate
- 5 The feedback is given in an interactive manner
- 6 The feedback message is clear
- 7 The feedback is helpful to recipient



The wrong reasons to give feedback:	The right reasons to give feedback:
<ul style="list-style-type: none"> <li>▪ Defend/excuse your own behavior</li> <li>▪ To demoralize/condemn</li> <li>▪ You're in a bad mood</li> <li>▪ To appease a third party</li> <li>▪ To make yourself seem superior/powerful</li> </ul>	<ul style="list-style-type: none"> <li>▪ Commitment/concern for another</li> <li>▪ Sense of responsibility</li> <li>▪ To guide/mentor</li> <li>▪ To support/enhance</li> </ul>



## The Feedback “Sh\*t Sandwich”

Read more at: [GetLighthouse.com/Blog](https://getlighthouse.com/blog)

*Something positive  
to warm up the discussion*

*The feedback you actually wanted to give*

*Something else positive to  
soften the real feedback*



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# How to give a..... **CONSTRUCTIVE CRITICISM SANDWICH**

The **TASTIEST** way  
to give a team  
member feedback!



← 1. BEGIN WITH SOME **POSITIVE  
COMMENTS** REGARDING THE  
SITUATION IN QUESTION



← 2. **GIVE PRAISE** FOR THE PERSON'S  
STRONG POINTS



← 3. GIVE **COMPLIMENTS**



← 3. **GIVE THE CRITICISM**



← 4. REMIND THE PERSON OF THEIR  
**STRONG POINTS**



← 5. GIVE THANKS, OFFER SUPPORT IN  
THE AREAS FOR IMPROVEMENT AND  
LEAVE ON A POSITIVE NOTE





# תרגיל



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# RCDP



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- learners rapidly cycle between deliberate practice and directed feedback within the simulation scenario until mastery is achieved



- presents participants with rounds of increasing difficulty in rapid repetition, interspersing brief, direct feedback within the simulation



- In contrast to traditional debriefing which focuses on learning after the scenario is
- RCDP gives learners multiple opportunities to “do it right”, applying the concepts of overlearning and automatization, creating positive muscle memory for procedures



- In addition there is a psychological safety” so learners embrace the direct feedback without becoming defensive (5). The environment in RCDDP allows the residents to understand the goal of coaching them. They transition from being nervous about making mistakes to being enthusiastic about the opportunity for dedicated coaching and practice time (5).



# RAPID CYCLE DELIBERATE PRACTICE



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