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
- 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
- The feedback is helpful to recipient







The wrong reasons to give feedback:	The right reasons to give feedback:
 Defend/excuse your own behavior To demoralize/condemn You're in a bad mood To appease a third party To make yourself seem superior/powerful 	 Commitment/concern for another Sense of responsibility To guide/mentor To support/enhance







The Feedback "Sh*t Sandwich"

Read more at: 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



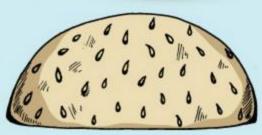




How to give a.

CONSTRUCTIVE CRITICISM SANDWICH

The TASTIEST way to give a team member feedback!



L BEGIN WITH SOME POSITIVE COMMENTS REGARDING THE SITUATION IN QUESTION



 2. GIVE PRAISE FOR THE PERSON'S STRONG POINTS



3. GIVE COMPLIMENTS



4. REMIND THE PERSON OF THEIR STRONG POINTS



THE AREAS FOR IMPROVEMENT AND











RCDP







 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 proceedures







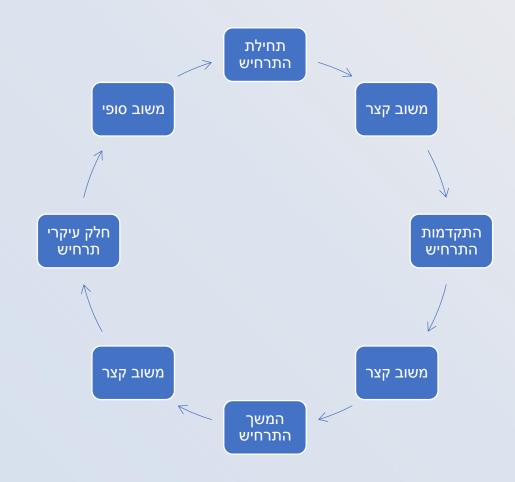
 In addition there is a psychological safety" so learners embrace the direct feedback without becoming defensive (5). The environment in RCDP allows the residents to understand the goal of coaching them. They transition from being nervous about making mistakes to being enthusiastic about the opportunity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







RAPID CYCLE DELIBERATE PRACTICE









RAPID CYCLE DELIBERATE PRACTICE

סבב 5

סבב 4

סבב 2

סבב 1

מידע בסיסי

מידע בסיסי

מידע בסיסי

מידע בסיסי

עיסויים

עיסויים

עיסויים

מידע בסיסי

מצב נשימתי עיסויים

מצב נשימתי

מצב נשימתי

אפינפרין

מצב נשימתי

אפינפרין

מצב נשימתי

אפינפרין

החלפה עיסויים

אינטובציה

החלפה עיסויים





