



Collegial Feedback Action Research Project

PLAYBACK

December 2025

MY STARTING ASSUMPTION:

Self-initiated collegial feedback requests will lead to feedback that's more relevant to one's professional development and develop a culture of mutual support.

BASED ON THE FINDINGS SO FAR, HERE ARE SOME LEARNINGS AND REFLECTIONS ABOUT COLLEGIAL FEEDBACK ACTIVITIES >>>

(1) Participating in the collegial feedback activity was **reflected on positively**; but in order to support and sustain it long-term, it needs something else.

(2) People **haven't experienced a culture of collegial feedback** on the course; i.e., haven't been asked to give nor received collegial feedback.

(3) **PRC processes feel generalised**, lacking the specificity and timeliness that more meaningful collegial feedback affords.

(4) Collegial feedback should not feel like another job task.

(5) There may be more of a willingness to participate in collegial feedback if it's related to meaningful collaboration that both people are invested in – **collaboration that is distinct from the base-requirements of the job**.

(6) Collegial feedback **risks becoming a mechanical and perfunctory task reduced to platitudes** if there isn't trust and shared motivation in collaboration.

(7) **Siloed structures** on the course reduce opportunities for exchanging perspectives, knowledge and feedback.

What would encourage you to participate in collegial feedback activities?

How can we build meaningful collaborations and connections within the team beyond the standard job duties and working relationships?