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Collegial Feedback Action Research Project

PLAYBACK

December 2025



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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.

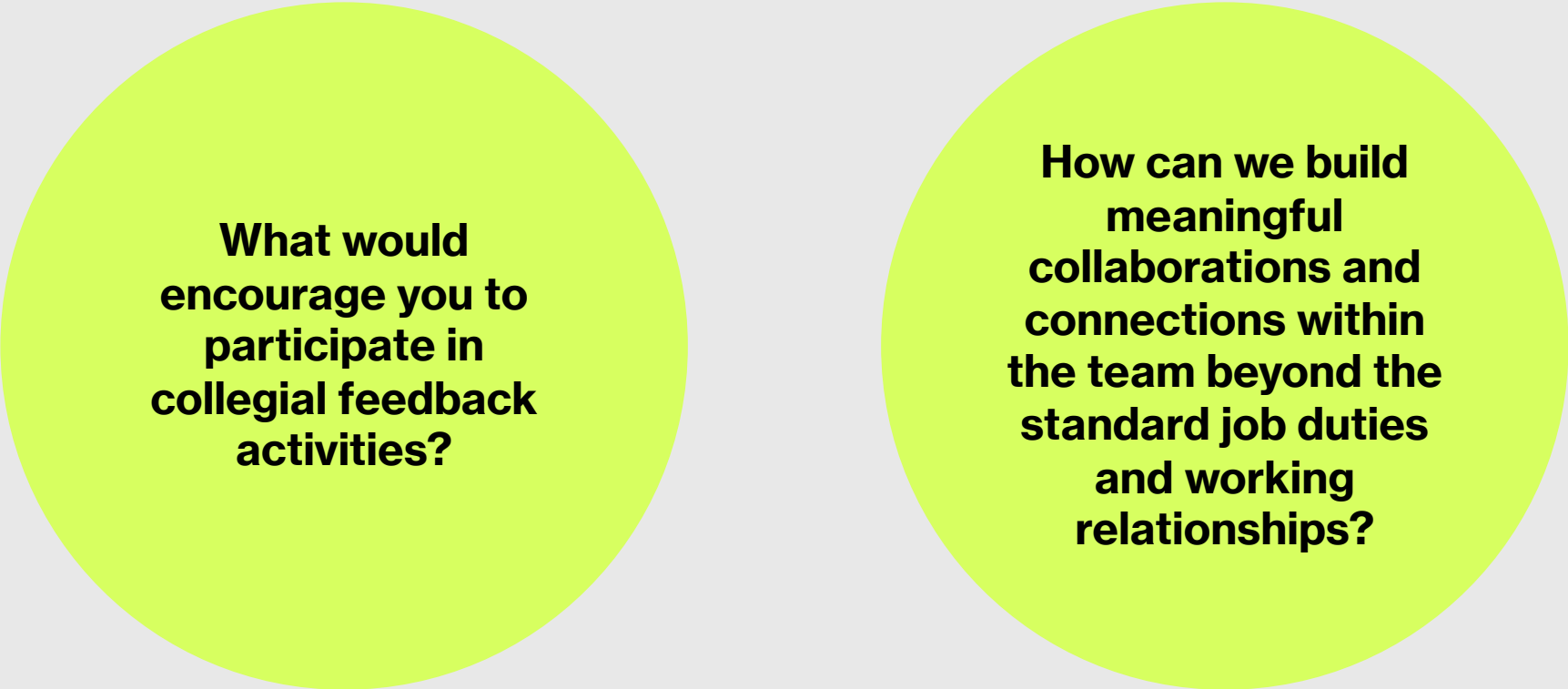
(3) **PRC processes feel generalised**, lacking the specificity and timeliness that more meaningful collegial feedback affords.

(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?**