



# **TRAINER FEEDBACK PERSPECTIVE CHECKLIST**



# Welcome to Caring for Care!

As a trainer, receiving feedback is a key part of your development. However, not all feedback carries the same weight. Use this guide to help you differentiate between fact, opinion, and preference so you can gain the most value from feedback without being overly critical of yourself.

# Actions You Can Take

## Identifying Feedback Types

When reviewing feedback, ask yourself: **Is this fact, opinion, or preference?**

**Fact:** Objective, measurable, and verifiable.

- **Example:** The training started 15 minutes late.

**Opinion:** A subjective viewpoint that may differ from person to person.

- **Example:** The trainer could have been more engaging.

**Preference:** A personal desire that varies between individuals.

- **Example:** I prefer more group discussions over slides.



**Why is this important?** Understanding the type of feedback helps put it into perspective and allows you to focus on improvements that truly matter while managing expectations.

## Actions You Can Take

- **Review Past Feedback** – Look back at feedback you've received and categorise it into fact, opinion, or preference.
- **Observe Future Feedback** – Over the next few days, assess any new feedback using this approach.
- **Manage Expectations** – Acknowledge that while you strive to improve, you can't meet every single delegate's personal preferences.
- **Work in Collaboration** – Focus on what benefits the group as a whole rather than trying to cater to every individual's preference.
- **Practice Self-Compassion** – No trainer can meet everyone's expectations 100% of the time, and that's okay!



## Bonus Action: Practical Reflection

- Write down 2-3 pieces of recent feedback and break them down into fact, opinion, and preference.
- Identify areas where factual feedback suggests room for improvement.
- Recognise opinions and preferences but avoid being overly self-critical about them.

## Why is This Important?

- Helps put feedback into perspective and avoid unnecessary self-criticism.
- Allows you to focus on meaningful improvements rather than personal preferences.
- Encourages collaboration with learners while maintaining professional boundaries
- Builds confidence in your training delivery and decision-making.

**Remember:** You can aim to provide the best learning experience possible, but no trainer can meet everyone's preferences 100% of the time—and that's completely normal!

If you have any questions, please do not hesitate to contact: [recruitment@caringforcare.co.uk](mailto:recruitment@caringforcare.co.uk)