



PEARLS CHECKLIST

REACTIONS PHASE

Solicits input with open-ended question

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Provides space to share

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Acknowledges learner contributions

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Summarize key issues

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Addresses emotional needs

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DESCRIPTION PHASE

Determines working diagnosis

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Clarifies shared mental model

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ANALYSIS PHASE – DIRECTIVE FEEDBACK

Uses observation as basis for feedback

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Provides suggestion for improvement

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Shares rationale for suggestion

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Feedback focused on task not individual

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ANALYSIS PHASE – LEARNER SELF ASSESSMENT

Learners identify positive performance

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Learners identify 'delta' performance

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Reinforces positive behaviors

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Closes performance gaps

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Explores issues where appropriate

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ANALYSIS PHASE – ADVOCACY INQUIRY

Use observation as basis for inquiry

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Shares personal point of view

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Solicits learner frames

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Clarifies learner frames

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Closes performance gaps

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ANALYSIS PHASE – CIRCULAR QUESTIONS

Uses observation as basis for inquiry

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Explores perspective from 'someone else's shoes'

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Identifies key learning points

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Generalizes learning

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SUMMARY PHASE

Asks learners for key take home messages

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Summarizes key take home messages

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