



Culinary Institute
of America

Giving Effective Feedback



Learning Objectives

- Define the SEASIDE methodology.
- Describe how each step of SEASIDE contributes to generating effective feedback.
- Prepare a variety of culturally iconic dishes from assigned global regions using standardized recipes.
- Execute a 5-minute presentation related to assigned cuisine, followed by 2-minute feedback session from group members.
- Give effective feedback to group members using the SEASIDE methodology.



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Feedback



- Good feedback encourages passion and nurtures important skills
- Dishonest feedback robs someone of an opportunity to grow
- **Constructive criticism:** an individual expresses his or her well-reasoned opinions involving both positive or negative comments in a pleasant manner

SEASIDE

Method to give great feedback

- **S:** Set the Stage
- **E:** Engage Learner in Self Assessment
- **A:** Acknowledge their Effort
- **S:** Summarize the Positive
- **I:** Identify the Gaps and Offer Recommendations
- **D:** Describe Expectations
- **E:** End with Encouragement



Set the Stage

- Reiterate to the mentee why the task matters and the broader achievements it supports
- Connect feedback to their longer-term growth and goals
- Frame all input as constructive critique, focused on improvement
- Be explicit that feedback is given to support their success, not to criticize
- Use this approach to build trust and safety over time



Engage Learner in Self Assessment

- Ask the mentee to walk through a self-evaluation
- Have them reflect on what went well and what didn't
- Probe what they would do differently next time
- Listen carefully and observe behavior, not just answers
- Use this as a window into both attitude and aptitude



Acknowledge their Effort

- Establishes a safe zone for open and honest discussion
- Thank them for their honesty to reinforce trust
- Assess engagement before performance to understand context
- Provide clear, constructive corrective commentary where needed
- Observe and evaluate non-verbal cues alongside spoken responses



Summarize the Positive

- Start with something positive to acknowledge strengths
- Keep critique focused on the work, not the individual
- Be specific about what was effective and why
- Use positive feedback as an anchor they can build from





Identify the Gaps and Offer Recommendations

- Identify specific opportunities that were missed (avoid generalities)
- Explain what could have been done differently in each case
- Focus on why the opportunity mattered to outcomes or impact
- Keep feedback practical and actionable, not theoretical
- Prioritize building their competency and judgment, not demonstrating expertise



Describe Expectations

- Reinforce the value of critical review in driving growth
- Clearly state what you'd like to see next time
- Acknowledge that feedback can be difficult to hear and process
- Re-establish the shared goal and desired outcome

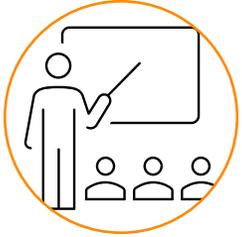


End with Encouragement



- Remind them of their progress and growth over time
- Reinforce confidence and put them back in the game
- Emphasize belief in their ability to apply the feedback
- Share what you learned from them to reinforce mutual respect

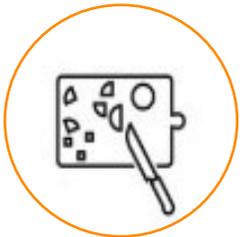
Day 4: Demonstration Feedback



During the production period, each student will complete a 5-minute demonstration that showcases one component of their assigned dish to their group.



This demonstration may focus on a knife skill, a basic cooking technique, or a technique of cultural relevance related to the assigned dish.



The demonstration can be set up ahead of time, and will be performed at the demonstrator's production station.



Following each demonstration, team members will provide 1 to 2 minutes of critique and feedback using the SEASIDE acronym as a guide.

Northern Italy

- Hearty, warming dishes to last long and harsh winters
 - Contrasts fresh Mediterranean dishes from the South
- **Geography:** alpine mountains, fertile plains, glacial lakes
- **Influences:** Roman, Germanic, Austrian
- **Key ingredients:** butter, rice, polenta, dairy, cured meat, freshwater fish
- **Key dishes:** risotto alla Milanese, polenta, osso bucco, vitello tonnato, tortellini



U.S. South and Southwest

- **Influences:** Indigenous African, Caribbean, Native American, Spanish, Mexican
- **Techniques:** slow cooking, smoking, frying, stewing and open fire techniques
- Emphasis on family, community, tradition
- **Key ingredients:** corn, beans, rice, chilies, pork, beef, seafood, squash, spices

Key dishes

- **South:** fried chicken, barbecue, gumbo, jambalaya
- **Southwest:** enchiladas, tamales, green chili



Mexico

- **Ancient history:** Mesoamerican civilizations (Olmec, Maya, Aztec) lived on corn, beans, squash, chilies, cacao
- **Influences:** Spanish colonization brought wheat, rice, dairy, pork, beef, new spices
- Tied to family, festivals, religion, and regional identity; oral traditions
- Many regions, geographical climates
- **Key dishes:** mole, tamales, pozole, rellenos, barbacoa



Central America

- Influenced by Spanish colonization
- **Indigenous history:** based on ancient Mayan and other indigenous civilizations
 - Emphasizes maize, beans, squash, cacao, native herbs
- **Key dishes:** pupusas (El Salvador), gallo pinto (Costa Rica), fry jacks (Belize)

Regional variations

- **Coastal areas:** seafood, coconut
- **Highlands:** rely on corn-based dishes; generally mild flavors



Menus

Team 1: Northern Italy

- Risotto with Saffron, Milanese-Style
- Tortellini in Broth
- Veal Saltimbocca
- Genoa-Style Roast Stuffed Pork Loin with Garlic Jus

Team 2: U.S. South/ Southwest

- Ancho Chile Relleno
- Buttermilk Fried Chicken, Whipped Potatoes, Country Gravy
- Sweet Potato Soup
- Texas-Style Chili

Team 3: Mexico

- Green Oaxacan Mole
- Veracruz-Style Fish
- Pork and Hominy Soup
- Tamales Wrapped in Ti Leaves

Team 4: Central America

- Pork in Chile Sauce
- Fried Chicken Turnovers
- Kanpachi in Coconut, Ginger, and Lime Sauce
- Belizean Fry Jacks with Refried Beans



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Any Questions?