# VB036
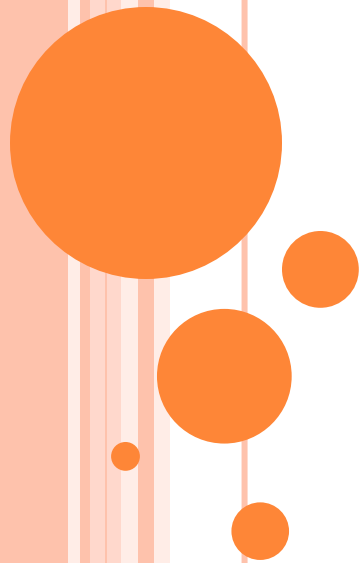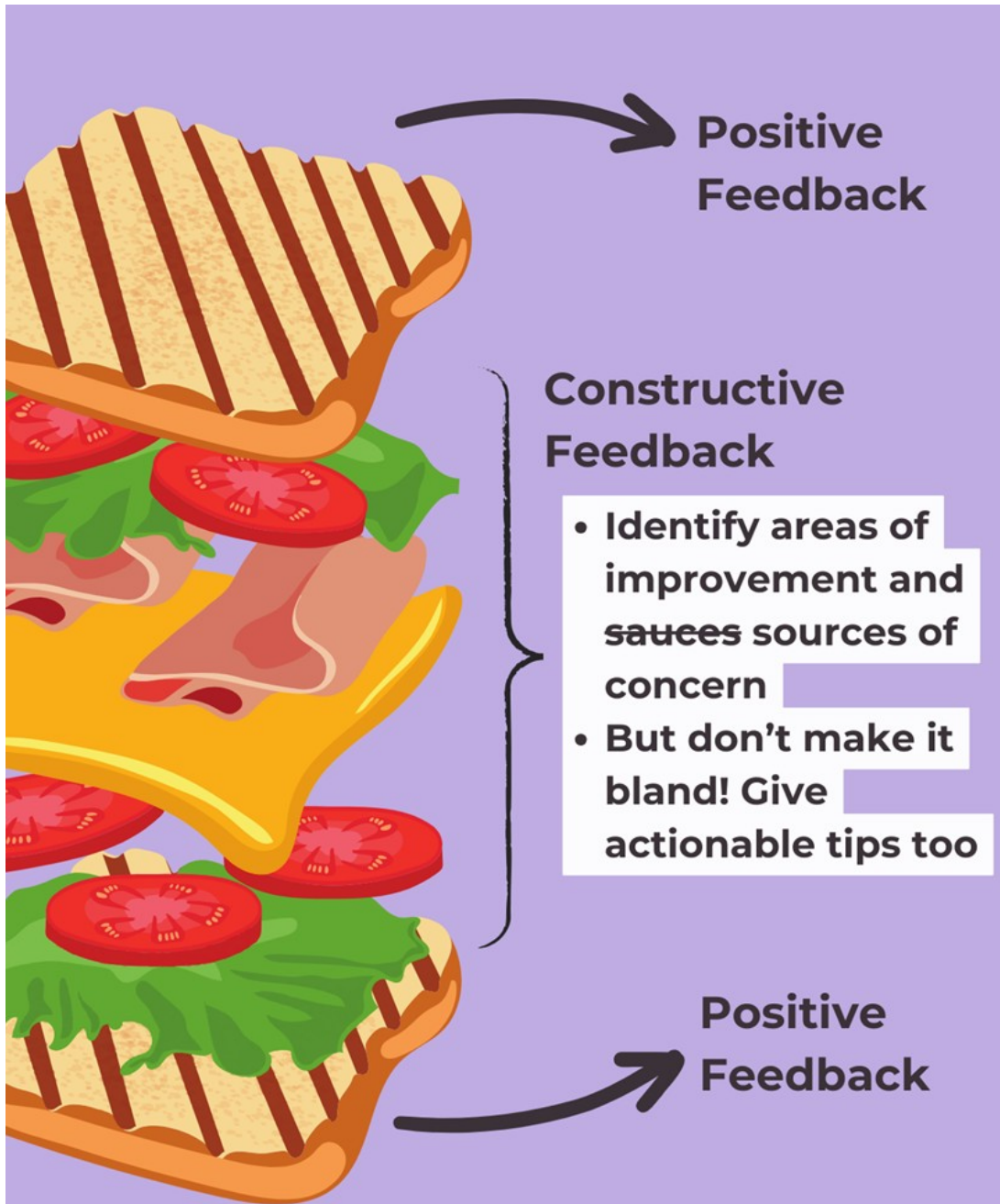## Session 3

**You might have heard of the sandwich feedback approach. What do you think it means? Would you like to be given feedback this way? Why? Why not?**



1. _____

2_____

3._____

Positive Feedback

Constructive Feedback

- Identify areas of improvement and ~~sauces~~ sources of concern
- But don't make it bland! Give actionable tips too

Positive Feedback

# STRATEGIES TO GIVE FEEDBACK

Provide both positive and negative aspects of a performance

**Language to praise**: I appreciate how you…

I was impressed by… You did well with… Great job on…

- **Language to express criticism and suggestion**: You could …  I would like to see more … I think you should… One area to work on …. One suggestion is… It might help to…

- "Something I really appreciate about you is...." ..
- "I think you did a great job when you... ...
- "I would love to see you do more of X as it relates to Y" ...
- "One of the things I admire about you is…"

1) **Describe** what your peer did rather than pass judgment

ie. Instead of saying "it's good", say something like "you used a wide    variety of sentence structures that made it more interesting to listen to you"

2) **Praise**
Tell your peer what they did well!
I think you used a lot of good details
I liked when you used the word _____
My favorite part was _____ because…

# Take-aways

Be specific

Stay positive

Your goal is to help your peer <u>improve</u>

Feedback is not about correcting mistakes and editing
Feedback is providing guidance