How to Give Awesome Feedback

BALANCED vs. ONE-SIDED

A balance of positive and negative feedback is most helpful.
If it's too one-sided, it won't help them improve.

Example: The images in your presentation helped me to understand your points better. However, there were several typos so make sure you take time to proofread.

Rather than: Your presentation was so awesome! I loved everything about it!

HELPFUL vs. HURTFUL

Feedback should help build skills, not hurt feelings.

Example: Your third paragraph felt confusing. It was well-written but I'm not sure it proved your point.

Rather than: Your third paragraph made no sense.

DESCRIPTIVE vs. JUDGEMENTAL

Focus on the work, not on the character of the person who did the work.

Example: The way you answered the questions made it obvious that you really understood the content.

Rather than: You're really good at answering questions.

ACTIONABLE vs. INTANGIBLE

Make suggestions that are actually feasible within the time constraints of a course.
Ask yourself: Will your suggestions and feedback actually help someone improve?

Example: It seemed that you were struggling when answering questions. Try to think of what people might ask and practice your responses ahead of time.

Rather than: You should take a course on public speaking.

SPECIFIC vs. VAGUE

Be as specific as possible. Try to make the feedback unique to the person receiving it.
Ask yourself: What stood out to you? What worked or didn't work?

Example: I liked how you made eye contact when you were talking about dog breeds. It made me feel really engaged and excited about your topic.

Rather than: I liked the part about dog breeds.

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