



Feedback

Feedback...An assessment/reaction to our work/presentations. This is a time when you should be reflective. Take the time to look at your finished product. How do you feel about it? What difficulties did you have? How could you improve it? What did you learn? What skills did you improve upon? Look at the motivation behind your work - where did you get your idea(s)? Reflecting on what you learned and really evaluating your own work is a part of taking responsibility for your own learning!

Guidelines

The critique is another way of helping us to receive information about how others perceive our work. It is a means of describing something, not passing judgment. It should not be taken as a personal attack, but rather as helpful suggestions that you should be made aware of to be a better leader. When feedback is given in a usable manner, then we are able to do something with it.

Giving Feedback:

- Make your comments objective (descriptive) rather than evaluative...do not pass judgment on the work (ie: "Several of us were unsure of the overall meaning of your opening statement." vs. "Your opening is dumb.").
- Comment about specific details, not generalities. Concise, to the point frankness are key elements to helpful feedback (ie: "Why did you use the example of students in 8th grade?" vs. "All students aren't in the 8th grade.").
- Focus on the action, not the person (ie: "It is helpful to give eye contact to individual people in the audience." vs. "Why did you keep looking at your shoes?").
- Direct your comments toward something that can be corrected (ie: "Could you illustrate or broaden the point about autocratic leaders?" vs. "You didn't make any sense.").
- Give feedback only when it is asked for (solicited); do not impose your comments upon someone who does not want to hear them.

Receiving Feedback:

- Solicit (ask for) feedback...do not expect others to volunteer it.
- Check for accuracy...ask questions, paraphrase statements to insure that you have understood the feedback correctly.
- Check for external agreement...solicit feedback from more than one source.
- Accept the feedback as constructive criticism...do not view it as a personal attack.
- Feel free to disregard the feedback if you feel that changes in your work are unnecessary.

