

# Constructive Feedback

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All learning can benefit from having feedback from your pairs and others around you. It's really important that you deliver this feedback positively and effectively so that those receiving it can apply it to their work. Here are some handy tips for you to follow when giving feedback!

## Feedback is a conversation

Whenever you give feedback make sure it's a discussion rather than a demand. That way, your feedback can be given clearly and the person receiving it can clarify if they are unsure what you mean.

## Keep it positive

Giving feedback should always be a positive experience. The purpose isn't to insult someone or ruin their work. You give feedback to help someone improve their work, see things they can't see or may have missed.

## Focus on the achievable

If you want to give feedback make sure it's about something that can be changed or improved. The whole point is to help someone. Maybe you couldn't hear them when they spoke? Maybe you think they could add something extra? Provide feedback that can be applied to their work.

## Don't overload

When giving feedback it can be easy to pick everything you think is worth discussing but sometimes that is counterproductive. Instead, focus on a particular part so that your feedback is consistent. Maybe set yourself a goal of three points? Make them clear and achievable.

## Learning opportunity

Whenever you have the chance to give your pairs feedback it's a great learning opportunity. Sometimes it may even help with your own work! When receiving feedback, remember, it's not a negative assessment of your work. The purpose is to help you understand your own learning and improve it in the process.

