Elements of Effective Feedback: Praise, Criticism, and Self-Esteem

Adapted from:

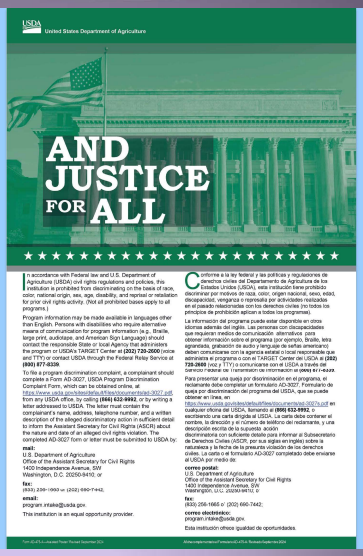
The Parent Talk System

The Language of Response-Able Parenting

Chick Moorman Thomas Haller Katrina Jackson

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Praise, Criticism and Self-Esteem



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Key Concepts

- Evaluative Praise.
- Descriptive Praise
- Appreciative Praise.
- Corrective Feedback.



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Praise Assumptions

Praise is _____.
Praise builds _____.
Praise builds _____.



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Praise Assumptions

Praise is <u>good</u>.
Praise builds _____.
Praise builds _____.



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Praise Assumptions

Praise is <u>good</u>.
Praise builds <u>confidence</u>.
Praise builds _____.



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Praise Assumptions

Praise is <u>good</u>.
Praise builds <u>confidence</u>.
Praise builds <u>self-esteem</u>.



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What if it isn't so?



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3 Kinds of Praise

- Evaluative
- Descriptive
- Appreciative



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Evaluative Praise

Evaluates
- **The person**
- **Their job**
- **Their effort**
- **The product**

Awesome Job!

Beautiful picture!

Great Presentation!

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The Parts of Praise

A. _____

B. _____

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The Parts of Praise

A. My words

B. _____



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The Parts of Praise

A. My words

B. Their words



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Descriptive Praise

You met your reporting deadlines every month.

- Describes.
- Affirms.
- Leaves room for the person receiving the praise to make the evaluation.

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Descriptive Praise

Practice!



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Appreciative Praise

I appreciate you covering the front desk. It allowed us to stay open during a busy time of year.

- Appreciates.
- Tells the effect it had on your life or the family.
- Leaves room for the person being praised to make the evaluation.

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Appreciative Praise with Descriptive Praise Practice!

- Appreciates.
- Describes
- Tells the effect it had on your life or the family.
- Leaves room for the child to make the evaluation.



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Other Elements of Praise

- Know the "praise language" of others
- Praise should be used to recognize the behavior or qualities of the individual, not to manipulate others



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Criteria for Corrective Feedback:

1. Corrective Feedback is _____.
2. It _____ the expected outcome _____ or _____ what you don't _____.
3. It does not _____ _____ or _____.
4. Corrective Feedback speaks to the _____, not the _____.



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Criteria for Corrective Feedback:

1. Corrective Feedback is **specific**.
2. It _____ the expected outcome _____ or _____ what you don't _____.
3. It does not _____ _____ or _____.
4. Corrective Feedback speaks to the _____, not the _____.



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Criteria for Corrective Feedback:

1. Corrective Feedback is **specific**.
2. It **describes** the expected outcome **desired** or **tells** what you don't **appreciate**.
3. It does not _____ _____ or _____.
4. Corrective Feedback speaks to the _____, not the _____.



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Criteria for Corrective Feedback:

1. Corrective Feedback is **specific**.
2. It **describes** the expected outcome **desired** or **tells** what you don't **appreciate**.
3. It does not **attack** **character** or **personality**.
4. Corrective Feedback speaks to the _____, not the _____.



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Criteria for Corrective Feedback

1. Corrective Feedback is **specific**.
2. It **describes** the expected outcome **desired** or **tells** what you don't **appreciate**.
3. It does not **attack** **character** or **personality.**
4. Corrective Feedback speaks to the **situation**, not the **child**.



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Corrective Feedback Practice







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