

Candidate Worksheet 1.9

Good news needs to be:

- **Clear**

Don't beat about the bush. If you think it was 'great' or 'excellent' or 'admirable' or 'very stimulating', then say so. Have the courage of your convictions.

- **Specific**

Words like 'great' or 'excellent' carry a strong emotional message, but when the emotional buzz fades, the intellectual hunger remains. As suggested above, say what, exactly what, was good and say why it was good.

- **Personal**

That is, make the person you're giving feedback to feel acknowledged as an individual. This will get easier as you get to know your participants. Using their name in the feedback helps - "Emma, I thought the way you handled the technical aspect of the activity. I particularly liked the way you..."

- **Honest**

As well as truthful, honest good news clearly distinguishes between fact and judgement. A technical requirement is 'right'; this is a fact. A way of play was undertaken 'fairly'; this is an opinion, though hopefully based on clear criteria for 'fairness'. Be clear what the nature of your good news is.

Bad news needs to be:

- **Specific**

Make it clear what you are reacting to - which skill, which shot, which tackle. Make it clear in what respects the work is wrong, inappropriate, whatever it is.

- **Constructive**

Suggest how the work could have been made accurate, good, conforming to the rules, whatever. Suggest sources of information and guidance, give encouragement, whatever seems right.