

# How to Give Encouraging Feedback

STEP 1:

**Make An Observation - "I see that you..."**

Observations should be:

- Specific
- Acknowledges effort
- Celebrates successes
- Focuses on progress and meaningful outcomes

STEP 2:

**Ask for Insight – "What are your thoughts?", "Tell me more about ..."**

Provide an opportunity for your girl scouts to share their opinions about what they did.

STEP 3:

**Ask questions. - "What do you..."**

Questions should focus on

- Effort
- Improvement
- Choices