



# A GUIDE TO Giving Feedback

Use the **B.I.G. Model** as a guide when giving feedback. By giving others feedback, we help them grow **BIGGER!**

## Behavior

What was the behavior of the person?

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What are the observable facts? (Be mindful to use facts and not opinions.)

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## Impact

How did others respond to the behavior?

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## Good/Grow

Good - If the behavior was positive, encourage them to keep doing what they are doing.

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Grow - If the behavior was negative, provide a constructive suggestion of what they could do to improve. "Grows" should be delivered with kindness.

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