SELF-AWARENESS
A BOOST FOR OURSELVES & OUR STUDENTS
New Jersey State Bar Foundation

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?

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

Impact

How did others respond to the behavior?

Good/Grow

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

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