# Giving feedback

# Effective Mentoring Skills for Subject Specialist Mentors

The purpose of feedback is to assist individuals to reflect, learn and develop.

Key features

* Before giving feedback think through what you want to say
* Time your feedback so the receiver is able to listen and receive it
* Always begin by asking the mentee for their thoughts and feelings
* Provide positive feedback first
* Be specific, giving examples of evidence
* Emphasise those areas which the mentee is able to change.

* Explore ideas to collaborate, to find a workable solution.
* If appropriate offer suggestions as to how the mentee can change, improve and develop.
* Value and respect the mentee when providing constructive feedback
* Leave the mentee feeling that they have learned something and that it is their choice and responsibility of what to do with their feedback
* Always be genuine