



## Feedback

Giving feedback is an important part of vocational training. It helps students grow and improve. Good feedback makes the student feel supported and motivated to develop.



*Good feedback helps students understand what they do well and where they can improve, so they can develop and succeed.*



When giving feedback, stick to the facts and explain how it makes you feel. Avoid jumping to conclusions or assuming things for the student. Be aware of your observations and leave judgments aside. First mention the facts, stay positive and ask if the student recognizes this. Speak from your own perspective when giving feedback. Clearly explain what you want to see differently and why.

Set achievable goals together together on how to improve. Follow up on these agreements and give compliments when it works. Also give the student a chance to give you feedback.

## What works

- Give specific examples: “Your report was clear and well structured”.
- Mention both positive points and areas for improvement.
- Give feedback in a quiet and private setting.



## What doesn't work

- Avoid vague comments like “Try harder”.
- Don't give negative points only.
- Don't give feedback in a busy or distracting setting.
- Don't wait too long to give feedback.

### More tools

SBB supports workplace trainers in guiding students with different tools. Discover our full range of tools [here](#) or contact your work placement advisor.