* **If you are required to give feedback about your
classmates/colleagues (work or performance),
would you like to give positive comments or
negative comments first?**

It goes without saying that in the contemporary era, one of the helpful methods that help us is our classmates’ or colleagues’ feedbacks. The controversial question which arises here is whether we should give positive feedback or negative ones first. As far as I am concerned, I firmly believe that we should give positive comments first. In what follows, two reasons will be elaborated to substantiate this claim.

The first vital point to bear in mind is that when we mention the strong points of their works, the get that it is a constructive criticism, and we want to enhance their performance, so they are more likely to put aside their obstinate. For instance, many years ago, I had a co-worker. One day she asked me to go to her dissertation defense session. She got a good grade, but she wanted me to tell her strengths and weaknesses, so I started to tell her that it was a pride for me to have a scholar friends like her, but she was stressed-out before the meeting. And it can be destructive for her. She got what I meant. A couple of years later, I saw her at a conference, and I could not believe that how confident was she before she starts to talk. After the meeting, when we talked about those days, she told me that had I not told her that she is stressed-out before a presentation in that way, she would not think she has this weakness, because her mother told her this point many times, but not in the way which I told her. This example demonstrates how important it is to tell the strength first.

Secondly, I believe that when we tell their positive point first, they will be encouraged to listen to the rest of our criticism. Psychologists believe that encouraging people has an unbelievable effect to make them listen to our advice about their weaknesses. For example, when I was in elementary school, my mother told me that my math scores are great, and it would be great for me to increase my history mark, too. Before she told me this encouragement, my history teacher told me to study this lesson more, but the way my mother told the same criticism made me study to get a high score in the history exam. Had my mother not told me my strengths first, I would not study history to get a good grade.

To bring everything into conclusion, I firmly believe that we should tell our colleagues or classmates strength first. This is because they will know that it is a constructive criticism, and also they will be encouraged to listen to our advice.

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