

Sandwich Feedback Technique

The Feedback Sandwich



← **Positive Feedback**

← **Constructive Feedback**

← **Positive Feedback**

The Sandwich Method

1) Slice of Bread 1: Start off with positive feedback (authentic praise of something they did recently)

Examples:

“By the way, Jason, I have to hand it to you really trained hard during this session, you are really committed well done”

The Sandwich Method

2) The “Meat of the Matter”: Provide your constructive criticism

- Be brief (yet clear and thorough) in your delivery of the meat of the matter — the criticism you want to share.
- Ideally you are giving them constructive criticism on just one thing (at most two things)
- Additionally, try to give them the criticism in the context of how it can help THEM reach their goals.

Example:

“Considering the high standard you maintain during your training sessions, I think you can focus on the speed of execution of you’re your drills”

The Sandwich Method

3) The 2nd Slice of Bread: End on a positive note

Ideas on how to end with positivity include

- You can simply reiterate the initial positive feedback/ compliment you had given them.
- You can speak in general terms about how much progress they are making.
- You can compliment them on their receptiveness to receiving constructive criticism.

Example:

“Jason you really improved your drill speed during this session your are in great shape keep working hard”