good peer & professional feedback

Good peer and professional feedback is fundamentally about being **informed of context**, **explicit about your logic** and **specific and actionable in suggestions**.

Feedback is always **formative and not summative**: the intention is to improve on something going forward, rather than to provide a judgement on something already concluded.

Things to remember:

1. Good feedback requires you to put on **multiple thinking hats**. You need to think about what you are reviewing not only from the standpoint of *strengths vs weaknesses*, but also from the point of view of *alternatives*.

2. When you provide feedback is important. The best and most appreciated feedback is **ongoing**. Feedback tied to deadlines creates an unreceptive environment; instead, feedback should allow sufficient time for actioning suggestions.

3. How you provide feedback makes a great difference to its usefulness. Peers and colleagues will be much more receptive to your feedback if they understand the **logic** of it - that is, what informs your feedback.

4. What type of feedback you provide is central. Good feedback has to be **specific and actionable**, rather than a general expression of 'opinion'.