

Making a Praise Sandwich

Giving and receiving feedback on one's behavior can be stressful for both parties. Using an effective communication strategy, like "making a praise sandwich", can help to moderate this stressful situation. There are three important aspects to making a praise sandwich when giving feedback to an individual: 1. A factual observation of what the he/she is doing well; 2. A description of "next steps" for any requested changes in behavior; and 3. A compliment about something he/she did well. Create a praise sandwich for one of the scenarios below.



Scenario 1

Susan is preparing for her supervision meeting with Karen, the lead teacher for the infant classroom. She has concerns about Karen's keeping up with the important record keeping and meeting program requirements. Karen is committed to her work in the classroom and is always ready to step in when co-workers need help or an extra pair of hands. Her co-workers really appreciate her flexibility and availability, but the record keeping is essential.



Scenario 2

Janet, a home visitor, is observing Yoshi and her 18 month old daughter Ella. She has concerns that Yoshi seems reluctant to really play with Ella. Yoshi shows interest and delight in her child's play activities; sitting close by, making eye contact, smiling, and giving encouraging words. However she does not interact directly and handle toys or show Ella how she might try new things with her toys.

Praise Sandwich:

Praise	
Next Steps	
Praise	