

## Support TOOL CARD

### DESC

<b>Objectives</b>	Formulate constructive criticism
<b>Target</b>	Teachers after observation during a debrief or during coaching, if difficult situation
<b>When</b>	To resolve a conflict, express a constructive criticism and even argue to convince
<b>Methodology and timing</b>	<p>D = Describe the facts: present the situation with concrete and observable facts. The description must remain simple, without exaggeration. And above all, it must be objective</p> <p>E = Express our Emotions: name your emotions, your feelings by using the 4 fundamental emotions: joy, sadness, fear, and anger (ex: "You tire me" will be replaced by "I'm tired of hearing you speak so loud on the phone")</p> <p>S = Specify Solutions: answer a question such as "How to improve the situation?" "How to go for ...?" "Concretely what could we do for ...?"</p> <p>C = Consequences and Conclusion: Give the negative consequences and disadvantages if the problem persists. Above all, give the positive consequences if everyone respects the commitments made in the "solutions" part.</p>
<b>Advices</b>	Use the "I" and no longer the "you" or the "man"
<b>Sources</b>	Sharon A. et Gordon H . Bower ( Asserting yourself 1976)
<b>Proposed by</b>	<i>External mentor - France</i>