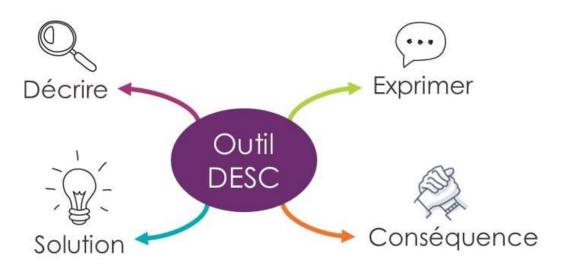


Support TOOL CARD

DESC

Objectives	Formulate constructive criticism
Target	Teachers after observation during a debrief or during coaching, if difficult situation
When	To resolve a conflict, express a constructive criticism and even argue to convince
Methodology and timing	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 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")
	S = Specify Solutions: answer a question such as "How to improve the situation?" "How to go for? "Concretely what could we do for?"
	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.



Advices	Use the "I" and no longer the "you" or the "man"
Sources	Sharon A. et Gordon H . Bower (Asserting yourself 1976)
Proposed by	External mentor - France