

Priming Your Students

Familiarize your students with the process of receiving feedback *in advance*.

Why is this important? Priming introduces predictability and structure, reduces anxiety, and increases student buy-in and success.

Well, that sounds great. **What are some ways I can do this?**

- Teach your students about the **benefits of third-party feedback** (see below).
- Get students excited** to perform for an authentic audience. *This is a chance to show off your work to someone new!*
- Make it personal by **introducing your Grader**. *How cool, our Grader is a senior at Texas A&M majoring in English and Education.*
- Discuss how feedback will be **delivered** and walk through a **sample report**. *Next week in class, you'll each receive your own feedback report that looks like this. We'll reflect privately on the feedback, then form small groups to work on revisions.*
- Consider allowing students to revise their work based on the Grader's feedback and re-submit to you for a higher score.
- Set aside time for **student questions**.

Here are some suggestions for leading a class discussion with students about feedback. Consider having students answer the prompts independently and then discuss as a class or in small groups.

Guiding questions:	Key points and takeaways:
Why do you think it is important to be able to receive feedback as a college student? A professional?	<ul style="list-style-type: none"> ● People who are able to continuously improve their performance are most successful. ● Initial talent is important but being able to learn, adapt, and grow is critical. ● College is a new environment so this is particularly important. ● As a professional, your future managers want to work with people who are coachable.
What are the benefits of feedback from someone you haven't met?	<ul style="list-style-type: none"> ● Unbiased feedback means the person doesn't have any set ideas about you ahead of time. You are more likely to be fairly assessed because we often filter our experiences with people based on our belief of who they are, what they are capable of, and how they have performed in the past.
What are productive ways someone can respond to feedback? What are unproductive ways?	<ul style="list-style-type: none"> ● <i>Productive</i>: open-minded, reflective, take time to process, take bite-sized actionable steps ● <i>Unproductive</i>: defensive, shut-down, not making changes to future work/performance