

# DESCRIPTIVE FEEDBACK IS **UJIMA!**



**Ujima Habari Gani**

**COLLECTIVE WORK  
AND RESPONSIBILITY**

**WE BUILD OUR  
STRENGTHS  
TOGETHER.**

To

**BE KIND:**

*"Thank you for your reading. What feedback do you have for yourself?"*

**BE SPECIFIC:**

*"I noticed..."*

**BE HELPFUL:**

*"Next time you can..."*

*"Think about..."*

*"Try [idea/skill]"*

**PARTICIPATE:**

*"How did that feel for me? ...for you?"*

*"I'm excited for you."*

# HEARING FEEDBACK IS **NIA!**



## PURPOSE

**I ACHIEVE  
GREATNESS.**

Doesn't  
hear the  
feedback  
yet.

Hears  
feedback,  
chooses to  
ignore.

Hears  
feedback,  
wants to  
grow,  
doesn't  
know how.

Receives  
feedback,  
revises,  
doesn't  
meet goal  
yet.

Receives  
feedback,  
revises,  
successfully  
meets goal.

Receives  
feedback,  
revises, meets  
goal, and can  
help others  
reach goal.

*"That's  
not true"*

*"I don't  
agree"*

*"This is still  
hard."*

*"I'll keep  
trying."*

*"I listened, I  
heard."*

*"I feel like I can  
help others."*

*"That's  
mean."*

*"I'll keep  
doign what  
I'm doing."*

*"I don't  
know how."*

*"I'll honor  
myself."*

*"I feel good  
about  
myself."*

*"I keep Nia and  
Ujima."*

# HABARI GANI?

## DESCRIPTIVE FEEDBACK:

### BE KIND:

"Thank you for your reading. What feedback do you have for yourself?"

### BE SPECIFIC:

"I noticed..."

### BE HELPFUL:

"Next time you can..."  
 "Think about..."  
 "Try [idea/skill]"

### PARTICIPATE:

"How did that feel for me? ...for you?"

# HABARI GANI?

## LISTENING:

Doesn't hear the feedback yet.

Hears feedback, chooses to ignore.

Hears feedback, wants to grow, doesn't know how.

Receives feedback, revises, doesn't meet goal yet.

Receives feedback, revises, successfully meets goal.

Receives feedback, revises, meets goal, and can help others reach goal.

"That's not true"

"I don't agree"

"This is still hard."

"I'll keep trying."

"I listened, I heard."

"I feel like I can help others."

"That's mean."

"I'll keep doing what I'm doing."

"I don't know how."

"I'll honor myself."

"I feel good about myself."

"I keep Nia and Ujima."

# Reference Page

w/Hyperlinks:

1. Video: Model Descriptive feedback
2. Conversation Cues
3. Leaders of Their Own Learning - Chapter 4: Use the continuum as a sliding scale for students to reflect on their listening.

**Figure 4.3** Continuum of How Students Hear Feedback

