

# Structuring feedback using SAID model

Use a structure to plan your feedback. This will help to overcome the barriers to giving feedback and give you extra confidence going into the conversation.

## Situation/Standard

Describe the situation you are referring to or outline the standard expected so they have something to benchmark their performance against.

## Action

Outline the behaviour or action you have observed and are addressing in the feedback

## Impact

Describe the impact that their behaviour / actions have had.

## Do/Develop

How they can build on or do differently for the future.