



**Target Audience:**

All school teachers and administrators—regardless of experience level—who wish to maximize student learning and achievement.

# Finding the Gift in Feedback

**An Educator's Guide to  
Preserving Your Sanity**

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**Work Smarter, Learn Faster, Avoid Disaster**

Why do only a subset of any profession truly excel? Some point to innate talent. Others suggest education. Research doesn't support either. In ***Finding the Gift in Feedback*** you'll discover the secret that few have learned: the ability to capitalize on feedback, in all its forms, will do more to drive success than IQ education, or talent.

In this remarkable book, Nigel Bristow, Michael-John Bristow, and LaDawna Cherepovich demonstrate that there is incredible power in feedback. Whether you call it advice, suggestion, criticism or even insult, feedback gives you the power to change, build stronger relationships, and achieve more of your goals—with fewer bumps and bruises.

***Finding the Gift in Feedback*** employs a classic African folktale and a simple story backed by years of research and real-world experience. The message has already had a major impact on people from all walks of life. The straightforward lessons in this book will make you more effective at the office, in the class room, and at home, and the benefits will last a lifetime. As the authors like to say: **change a little, gain a lot.**

In ***Finding the Gift in Feedback*** you will discover why the most dangerous feedback is no feedback at all. You will learn how to:

- Get the timely feedback you need to make a difference in the lives of children in your classroom, your school, and your district.
- Gain insight from the feedback you receive from both your supervisors and those in your charge.
- Handle criticism with less anxiety and frustration.
- Turn critics into allies and colleagues into coaches.
- Make sure that when someone has a concern involving you, you are the first instead of the last to know.
- Use feedback to help students achieve better outcomes.
- Lean into discomfort and find the hidden gift in ALL feedback, even when it is vague, inaccurate, unfair, or poorly delivered.

Praise for ***Finding the Gift in Feedback***

"*Finding the Gift in Feedback* has transformed my approach to criticism. When being observed by my principal and fellow educators, I used to think they were out to get me, and I thought I needed to be perfect. I only wanted to hear praise. I now welcome criticism as a key to my professional growth. I want observers to tell me what I can do to improve, not just what I did well. This compelling book has helped me harness the power of feedback to improve my teaching skills, my classroom management, and my students' learning."

**Christina Ellis, Elementary School Teacher, Litchfield Park, Arizona**

"*Finding the Gift in Feedback* is an invaluable resource for both teachers and administrators. The book puts feedback in a new light and helps readers find genuine value in all feedback."

**Doug Johnson, Director of Human Resources, GST Boards of Cooperative Educational Services of New York State**