

Providing constructive criticism doesn't have to be difficult – use a DESC statement!

Description of the problematic behaviour – specific, factual, based on feedback or observations

Explanation of why it is a problem – impact of the behaviour on you, the organization, other volunteers

Specify change that you would like to see – how can the volunteer change, express confidence, ask for suggestions

Consequences of making the change – positive consequences, motivating for the volunteer

Try it out below in point form:

Describe the problem:

Explain why it's a problem:

What changes do you want to see:

What happens if they make the change:

Now, make this into a couple sentences: