| Giving | Receiving |
|------------------------|--|
| I noticed that | I appreciate you noticing that |
| I wondered about | I hadn't thought about that |
| I was confused by | I heard you say that confused you. |
| I suggest that | Based on your suggestion, I will |
| Have you thought about | Thank you. What would you do? |
| You might consider | I'm not sure what that looks like. Tell me more. |

| Glow | Grow |
|---|--|
| I like how you | It might be helpful to |
| You did a wonderful/excellent/great job | Perhaps you could |
| You succeeded in | Would it be better if I |
| Terrific work on | You may need more |
| This is quality work because | You may need less |
| I like the way you included | Your next steps might be |
| I really enjoyed this because | You might try |
| I think the best thing about your work is | Your response may be more effective if you |
| The most outstanding aspect of your work is | The task was to Be sure to |

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