If you are required to give feedback about your classmates/colleagues (work or performance), would you like to give positive comments or negative comments first?

It is clear that nowadays, people have simultaneously different roles and responsibilities in diverse situations and this is inevitable that an individual has always the best performance. On the other hand, one of the key points which can lead to better achievement, is to give comments to people we are working with and also being receptive to others' criticism. One of the questions that arises here is whether it is better people give positive feedback first or negative ones. I myself agree **with** the former and in the following paragraphs, I will describe my reasons.

First and foremost, people are a mixture of strengths and weaknesses. If we want to see and evaluate a person, we should be able to see her as a whole. It is a proven fact**/a given** that when we start to give positive feedback~~s~~ first, people keep on listening to us and they are more likely to accept negative comments because they evaluate our feedback~~s~~ more as an offer and suggestion rather reproach. Statistics show that when we give negative points at first, individuals do not follow what you are talking about and instead they try to ~~defence~~ **defend** themselves.

The second reason that we should notice ~~on~~ is the goal of criticism. When your aim is to solve a problem and boost the advantages of that person- ~~that~~ **which** indirectly cause**s** ~~in~~ improvement of **the** company- it is better to show that you also pay attention to her strengths. Pointing out just the negative aspects can decrease**/harm/weaken/dent** the self-esteem and self-efficacy. Moreover, it can make the person angry and if she does not express her rage and talk about that, she will behave as a passive-aggressive person ~~that~~ **which** not only does ~~it~~ not improve the efficiency, but rather can hurt the relationships.

As a result, criticism can have positive effect for people to know their weaknesses and overcome them, if **it is** ~~have been~~ used correctly. So it is suggested that if a person wants to ~~make~~ **exert** positive effects, it is better at first **to talk**~~talking~~ about positive aspects.

Used sparingly and judiciously, blame can prod people to work harder.