

REFRAMING GENDER BIASED FEEDBACK.



Fair feedback builds confidence; biased feedback builds doubt. Many common phrases hide assumptions about how women and men “should” behave. This table helps educators and youth workers recognise and rephrase feedback so that it encourages growth, not conformity, and supports equal participation in STEM and business.

Typical (Gender-Biased) Feedback	Why It's Problematic?	Reframed Feedback	Positive Impact / What It Teaches
<p>You're very nice and easy to work with</p> 	<p>Focuses on personality traits typically expected of women (“likeability”) rather than competence or outcomes.</p>	<p>You collaborate effectively and contribute to building strong team results.</p>	<p>Reinforces that teamwork is a professional skill, not a gendered personality trait.</p>
<p>You're a perfectionist</p> 	<p>Suggests overattention to detail is a flaw, often when women uphold high standards.</p>	<p>Your attention to detail improves quality, however remember that done is sometimes better than perfect.</p>	<p>Balances recognition with guidance toward efficiency and self-care.</p>
<p>You're not as technical as some of your peers</p> 	<p>Assumes comparative deficit without context; discourages women in STEM.</p>	<p>Your analytical approach is solid, building deeper technical fluency will expand your impact.</p>	<p>Keeps focus on growth and skill-building, not limitation.</p>
<p>You're too quiet/ You need to be more confident</p> 	<p>Implies a personality flaw or that the confidence is missing rather than a different communication style.</p>	<p>Your insights are valuable, let's find ways for you to share them earlier in discussions.</p>	<p>Focuses on concrete action instead of personal flaw. Encourages pro-activity and communication skills development.</p>
<p>You don't need to be so modest, sell yourself better.</p> 	<p>Criticizes socialized modesty without teaching self-advocacy skills.</p>	<p>Your work deserves visibility, let's practice ways to highlight your results confidently.</p>	<p>Underlines the relevance of assertive self-promotion as a learned skill.</p>



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Co-funded by the European Union