

Evaluations

GLOVE is a simple, structured way to evaluate.
When evaluating, answer the questions for the methods below.

The GLOVE Method

Gestures: What are some notable gestures and facial expressions they used?

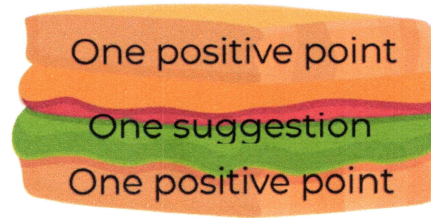
Language: What are some unique words they used?

Organization: Did they use transition words? How was the flow?

Vocal Variety: How did their tone and volume change throughout the speech?

Enthusiasm: How did they use their emotions?

The Sandwich Method



Use 3 GLOVE points here.
Keeps evaluations a bit more positive than negative!

Try the two terms "what worked well/what to improve" for structuring.

- Focus on a single point of GLOVE at a time.
- *Always* conclude with a generally positive note.
- Be casual when evaluating, not like a report card.
- **TAKE NOTES DURING SPEECHES.**

WHAT TO DO

- Generally, balance your positive and negative points.
- Only say what is helpful. Think: "*Would the speaker benefit from this feedback?*".
- Write 1 **specific** GLOVE point at a time (like a specific gesture or sentence)
- Use 3rd person pronouns! (he/she/etc. instead of "you").

WHAT NOT TO DO

- Avoid being overly "good" or "bad".
- If the info isn't important, don't say it.
- Avoid general statements ("good speech" is NOT specific enough)!
- Do not use 2nd person pronouns (you/yours/etc.).

Evaluations Extended

The advice in this section are some advanced techniques used by seasoned evaluators and is the refined evaluation we strive for.

Moving Past GLOVE

The GLOVE method is one type of GUIDELINE for evaluations and does not need to be followed exactly. When evaluating, GLOVE gives good starting points to build upon but doesn't include more specific or advanced critique. Some evaluation points not included in GLOVE are:

Was the speech's message meaningful? Personal story or factual speech? Did they discredit themselves or sound unsure?

Did the speaker possess good emotional acting? Does their speech sound genuine?

Were there poetic devices (metaphors, imagery, etc.)?

Any good evaluation should fit within the acronym **BASH**: **B**alanced, **A**pplicable, **S**pecific, and **H**elpful.

Delivering Smoother and More Organized Evaluations

An evaluation is also a speech with a clear intro, body, and conclusion. Try formatting an evaluation like you would a speech! Furthermore:

Try not to compare the speaker to other speakers. Focus on the current speaker's growth. Don't make your evaluation about your own speeches either. Avoid comparing the speech to your own style.

Address points to the *entire audience*, to make the improvements more relevant to the rest of the club as well.

Choose one or two key points of improvement to focus on for most of your evaluation, to give the speaker a point to focus on.

DO NOT USE THE TERM "GOOD SPEECH"

The phrase "**Good speech**", or any variation using synonyms or qualifiers such as *excellent, amazing, wonderful, enjoyable, impressive*, or similar, **is strictly prohibited** in evaluations. Such remarks contribute nothing substantive and serve only as filler. Evaluations must provide **specific, evidence-based observations** rather than generic praise. Any attempt to disguise the phrase through rewording or tone will be treated as equivalent and should be avoided entirely.

Activity #1: Video

Tailored Eval Feedback (Small Groups)

Materials: Paper, Pen

- Watch the provided video of a speaker.
 - Recorded videos of speeches from the Club's past will be played on the screen.
 - Using the evaluation techniques you have learned, write a detailed evaluation for the speaker in the video.
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- Aim to:
 - Write a **balanced** number of positive (+) and negative (-) points
 - Write specific **examples** of GLOVE
 - Try the sandwich method if you haven't before
 - Remember, you do not always need **every** letter in GLOVE. Aim for around **3-4 out of the 5** if you are not comfortable with doing all of them.
 - Be a bit creative! Use the sandwich method or GLOVE method or both. It's up to you.
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- To the group, read your basic evaluation points, as you would in a real evaluation
 - Feedback will be provided to everyone
 - Take note of your feedback and keep it in mind for future evaluations! :3

Activity #2: Video

Spot the Skill Bingo (**Whole Club**)

Materials: Paper, pen, BINGO sheet

- Watch the video of a speaker.
 - As the video plays, use the evaluation methods you have learned to **write an example** of each item on the bingo sheet
 - Each example you have written allows you to **check off one box**
 - MAKE SURE YOU WRITE DIRECT SENTENCE QUOTATIONS AND SPECIFIC EXAMPLES. If you cannot say exactly what the speaker did, your BINGO might not be counted!
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- When you have checked off 5 boxes, STAND and yell BINGO!
 - To the group, read each evaluation point you have written for each box, like you would in a real evaluation
 - If you have written all examples correctly, you achieve a BINGO (and you get a small prize :3)