

PIES (Positives, Improvements, Encouragement, Summary)

The PIES technique does not specify what factors should be included in the evaluation only the form in which they get presented. Evaluation Mavens might use this technique when no evaluation criteria are given and where the Maven wants to structure the oral evaluation into a motivational or inspirational speech.

The PIES technique expands the SANDWICH technique with additional encouragement and a summary. The summary gives the Evaluation Maven the opportunity to further drive home the learning opportunities by succinctly reiterating them in the summary.

Here's how an Evaluation Maven uses the PIES technique. As you listen to the speaker fill in the four areas 'Positives', 'Improvements', 'Encouragement' and 'Summary'. The contents of the evaluation sheet feed directly into the structure of the evaluation speech.

After the speaker has finished delivering the speech the Evaluation Maven will use the evaluation notes to select a couple of the speaker's strengths, pick the top two or three areas for improvement, craft a statement of encouragement and succinctly summarize the main points.

PIES Technique - Evaluation Worksheet

Positives

Suggestions for Improvement

Encouragement

Summary

