

Pixar Plussing

You may have moderated tutors' feedback in which it is difficult to tell from the comments alone whether the work was awarded a first or third, since every comment focused on a fault. It is important to remember to point out areas of strength as well as weakness in students' work.

Based on the art of improvisation, the animation studio Pixar uses a feedback technique they call 'plussing'.

Plussing is a constructive and collaborative feedback method that focuses on building on one's work. It avoids judgement of past work and explores future possibilities "[without creating fear or negative feelings](#)". Imagine you are giving feedback to a student's work and, in [Randy Nelson's words](#),

"[Instead of saying], ohh, this is pretty good! Here is what I'm going to do to make it better. Or this isn't so good, here is how I'm gonna fix it, you say, here's where I'm starting. What can I do with this? How do I plus this?"

Plussing involves taking what is offered and suggesting ways to build on it rather than pointing out the faults and tearing it down. "Yes, but..." becomes, "Yes, and...". "That won't work..." becomes "What if...".

If you are interested to learn more, watch [this fascinating YouTube video](#) (<https://youtu.be/QhXJe8ANws8>) of a talk by Pixar's Randy Nelson.