

Handout 2.2: What we think about the observations: objective (O); subjective (S)

1	Collected own resources and settled down to work without prompting.	(O)
2	Is able to work alone.	(S) 'Able' implies an assessment. The observation might be: 'Did the work without talking to anyone else.'
3	Interacted appropriately with peers.	(S) Using the word 'appropriately' implies a judgement. The observation might be: 'Talks to peers in a way that they seem comfortable with.'
4	Asked for help.	(O)
5	Completed task on time.	(O)
6	Sat quietly throughout the session.	(O)
7	Shy and withdrawn.	(S) This is an interpretation of unspecified behaviour. The observation might be: 'Looked down at the floor whilst I was talking to her. Only answered 'yes' or 'no' to my questions.'
8	Lazy, can't be bothered.	(S) This is an interpretation of unspecified behaviour. The observation might be: 'Left his seat at least four times during the class, and went to talk to a mate.'
9	Dirty, smelly appearance reflects poor home life.	(S) The dirty, smelly appearance is an observation, but 'reflects poor home life' is an interpretation, albeit a possibly accurate one.
10	Maintains eye contact appropriately.	(S) 'Appropriately' is a judgement. The observation might be: 'Looked her in the eye when she was talking to him.'
11	Aggressive body posture during one-to-one discussion.	(S) 'Aggressive' is a label for unspecified behaviour. The observation might be: 'Jabbed the air with his finger and stuck his chin out....'
12	Cannot be trusted.	(S) This is an opinion. The observation might be: 'He didn't do what he said he'd do.'
13	Uses four-letter words frequently in conversation.	(S) The word 'frequently' reflects an opinion.
14	Does not want to be here.	(S) As it stands, this is an interpretation. The observation might be: 'She told me she doesn't want to be here.'

Handout 2.2: What we think about the observations (continued)

15	Not interested.	(S) This is an inference. The observation might be: 'He looks out of the window.'
16	More interested in mobile phone.	(S) This is an inference. The observation might be: 'She was sending a text message whilst I was giving instructions.'
17	Friendly smile and manner.	(S) 'Friendly' is a judgement. The observation might be: 'Each time I've seen her come into the room, she has a smile on her face, and she greets the group.'
18	Speaks to others in the group in a way that I admired.	(O) The observer is expressing her own response to the speaker.
19	Did not interrupt but contributed without prompting.	(O)
20	Sensible.	(S) This is a judgement. The observation might be: 'Told me he went home at 11pm rather than clubbing on the night before his first interview.'
21	Followed written instructions to the letter.	(O)
22	Refused to remove coat and baseball cap.	(S) 'Refused' is an interpretation. The observation might be: 'Didn't take off his coat and cap when the tutor asked him to.'
23	Found a solution to the problem, and it worked.	(O)
24	Didn't listen to a word I said.	(S) This is an inference of unspecified behaviour. The observation might be: 'When I asked her to do X, she went off and did Y.'
25	Explained instructions for the task to partner.	(O)
26	Demonstrated recollection of key words.	(O)
27	Arrogant.	(S) This is an interpretation of unspecified behaviour. The observation might be: 'Three times, I've invited him to take part in an activity, and each time he told me it's kids' stuff.'
28	Spent 10 minutes discussing TV programme with friends.	(O)