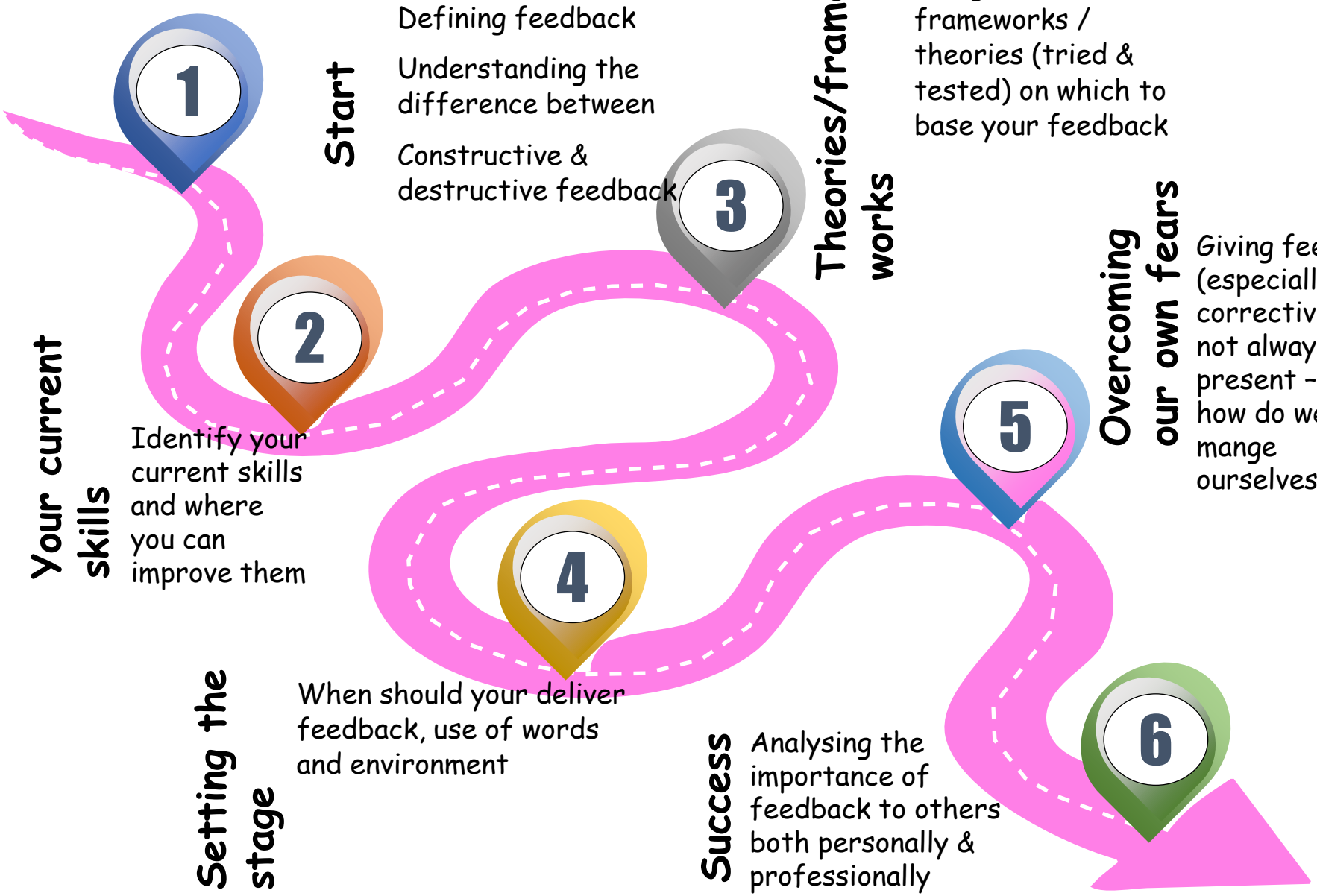Providing constructive feedback to others