

How feedback unfolds ...

An exercise for increasing self-awareness by giving and receiving feedback as a team

How it works

Sitting in a circle, each person writes their name on the bottom of a piece of paper, then passes it to the right.

Ask the first question; everyone writes an answer based on the name on the page.

Pass to the right again, and keep going until all the questions have been asked.

At the end, each person will get back a sheet full of feedback!

Encourage discussion, conversation and clarification where it's needed.

Questions

1. What do you value most about this person?
2. What does this person bring to the team more than anyone else?
3. What would you like them to do more and less of?
4. What should they keep on doing?
5. What can you learn from this person?
6. What can they learn from you?
7. If you were to be critical, what would you say?
8. What would you thank them for?
9. What advice would you give them?
10. What do you need from them to get your job done?

