



Appreciative Team Feedback

“Giving feedback is now something that enables growth rather than pushing me down.”

What is this?

This is a fun and easy way to begin giving feedback. It can be used as an exercise during any workshop or longer meeting as a heart opening experience that pulls the team together.

Outcomes

- Positive experience in giving feedback.
- Strengths that the individual can continue to grow.
- Practical suggestions of what an individual could do to enhance their strengths.

Primers

- Big and small doesn't matter.
- We are practicing and everything is okay.
- Vulnerability is appreciated.
- Be concrete.
“I enjoy your positive energy as it makes me feel happy and included” is better than
“You are great”.

Set up

Choose between set up 1-2 in “how to” below. In the [brackets] the physical tools needed are displayed.

How to...

These sentence stems can be used to facilitate a feedback dialogue in pairs.

1. One time I especially enjoyed working with you was...
2. You have really contributed to my success/enabled me to do my best work through...
3. You positively impacted performance (within the organization/team/client's organization) by ...
4. When I think of you, the overall strengths that stands out to me are ...
5. If there would be one thing that I wish from you this coming (period of time) it would be...
6. The biggest positive change I have seen in you during (period of time) is ...

Tips and Tricks

- Be specific.
"I enjoy your positive energy as it makes me feel happy and included" is better than
"You are great".
- Small things are as worthy as bigger accomplishments.

Competence areas list

This list can be used to inspire you on areas where others that you are giving feedback to have impacted you, the team or the organization as a whole.

Making Decisions

Identifies important issues, helps the team analyze complex situations, pulls out the key issues, and makes wise choices.

Visioning

Inspires a desirable future and helps to weave a collaborative vision.

Fostering Creativity and Innovation

Creates a culture where innovation flourishes, and finds better ways of getting things done.

Developing Teamwork

Leverages talents within the team and with other internal or external groups.

Building Relationships

Encourages and supports diversity, recognizes people's' contributions.

Communicating Powerfully

listens to ensure understanding, connects authentically and fosters effective communication throughout the team.

Developing Self and Others

Gives and receives feedback as a gift, and effectively develops self and others.

Integrity and Honesty

Demonstrates trustworthiness and follows through on commitments.

Mastery

Has great skill or knowledge that makes one master of a subject.