

Personal feedback activity

This is what you do:

1. Write the name of a different member of this group on each card - one name to a card.
2. Then, turn the card over, and write something prompted by any two of the unfinished statements below which in your view fits the person whose name is on the card.

A positive characteristic of this person is...
This person makes a good team player because...
I like this person because...
I think this person should...
My first impression of this person was...
I would like to know if this person...
Something I have seen this person do that impressed me was...
If I have a criticism of this person it is that they...

Make sure you complete each card, so each person in the group has been covered.

Don't use the words 'she' or 'he', as this makes it too clear who the card describes.

3. When you are all finished, they are mixed about, names down, and placed in a pile.
4. The description on each card is then read aloud, with the name still face down and unknown, and by consensus, the group decides who this describes. The person who wrote the description should not make it clear who they wrote it for. Once there is agreement, the card is given to that person, still face down. Do not turn these over yet.
5. The process is repeated until all cards have been distributed.
6. Each person in turn then gives a reaction to the cards they have been given.
7. The cards are then turned over, so for the first time you can see the names on the reverse side of the comments. We then discuss:
 - a). Why cards were given to the right or wrong people,
 - b). Whether or not the descriptions on the cards are accurate for the people for whom they were intended.
8. We then review the learning points from this exercise, and give you each a chance to say anything you would like to about the feelings or impressions others here have about you.