

Skill-Building Activity Sheet

Giving Fast And Effective Feedback

Giving fast and effective feedback is an important tool in correcting behavior. And it can be tricky — especially when we are pressed for time or in the middle of an important task or project.



Try this skill-building team exercise:

Find the Ball

Great for: Learning the value of providing and receiving feedback.

Time commitment: Minimum 30 minutes

Minimum amount of people required: 8

Materials: One ball (you can choose to replace this with any available object)

Instructions

Step 1: Ask for 4 volunteers to leave the room. Let them know they will be asked to come back into the room one by one. Write each person's name on a separate sheet of paper.

Step 2: Provide the remaining team, a.k.a “coaches” with these instructions:
The 4 who left the room will be asked to come back into the room one at a time, complete their mission, then leave the room again. The goal is for them to find the ball within the room, which the remaining team will hide. Each ball seeker will be provided different levels of feedback by the coaches:

- **Volunteer #1 = Silent Feedback**
Coaches are required to be silent and motionless.
- **Volunteer #2 = Negative Feedback**
Coaches are to provide only negative feedback. Think of comments a person might receive from another individual who is not satisfied with the person's level of work. For example, “you can do better than that” or “you're taking too long”. The feedback should not offer any clues or direction to where the ball is.
- **Volunteer #3 = Positive Feedback**
Coaches are to provide only positive, generic feedback. For example, “great job”, “we believe in you”, or “fantastic work”. The feedback should not offer any clues or direction to where the ball is.



- **Volunteer #4 = Specific Feedback**

Coaches are to provide specific clues and are able to respond to yes/no questions.

Step 3: Ask the coaches to decide which volunteer will receive each type of feedback. Be mindful about which volunteer is to receive negative feedback. Although this is an exercise, it still might be upsetting to certain individuals.

Step 4: Have a coach hide the ball somewhere in the room. Then invite volunteer #1 back to find the ball. Allow each volunteer 3 minutes to search while the coaches provide feedback based on the instructions provided in step 2. Have the volunteer leave the room after their time is up. Repeat this step for volunteers #2, #3, and #4.

Step 5: All volunteers and coaches will come back together for the volunteers to discuss the following questions:

1. How did you feel while looking for the ball?
2. What did you think/feel as a result of the feedback you received?
3. How did the feedback you received affect your performance?
4. What did the feedback you received prompt you to think/feel about the other folk in the room who were giving it?
5. Which type of feedback was most effective in finding the ball?

