



## 2.7: Giving and Receiving Constructive Feedback

### Part 1

#### Get Started:

Think of a time you received constructive or negative feedback. It might have been on a school assignment, a sports performance or something else someone told you to improve upon.

- How did you feel when you received the feedback?
- How did you respond to the feedback?
- What did you learn from the feedback?

#### con·struc·tive

Serving a useful purpose: tending to build up

Similar: useful, helpful, encouraging, productive

#### TIPS FOR CONSTRUCTIVE FEEDBACK

- ✓ **Choose the right time.** (when you or they are not too emotional)
- ✓ **Focus on the facts.** Give specific examples that can be improved upon.
- ✓ **Don't negate the good.** "You did this well, *but* ..." is a set up for disappointment. Try "you did this well *and* it would be even better if ..."

#### Activity: Giving & Receiving Constructive Feedback

Choose one scenario below you can relate to the most. Then write one PRO (positive comment) and two constructive GROWS to help the person learn from the experience and your feedback.

① CLASS PRESENTATION	② GROUP PROJECT	③ SPORTS TEAM	④ FRIENDSHIP
Your classmate crammed to get ready for a presentation the night before. During the speech, he fumbled the words, talked fast, and rarely made eye contact. The subject was interesting and the beginning was good, but it all seemed a little disorganized and rushed.	Your groupmate ultimately did a great job with the artistic part of the project, but she didn't start part until the last minute, rarely returned messages, and missed times that your group planned to meet together. You ended up doing extra work to be ready in time.	Your teammate has game-winning, glorious moments, but sometimes blows off practice, doesn't give the best effort and often complains. If she's having a good day, it seems like the whole team gels well, but if not, it really affects morale and the game outcome.	A good friend said something that hurt your feelings and your friendship. You've been good friends for years, and you thought you could trust him but now you're not so sure. You haven't been hanging out much lately and you kind of miss how it used to be.

Scenario # and description:

Write one PRO (thing done well):

And two constructive GROWS (things to improve upon):



### Part 2

#### Reflection/Application

Part 1 was about *giving* feedback. Now think about *receiving* feedback. Imagine you are the one receiving the PRO and two constructive GROWS you wrote for a Part 1 scenario. (You are the *classmate, the groupmate, the teammate, or the friend*). If you received that same feedback ...

- How would you feel? If it triggered strong emotions, what would help you manage your emotions?
- How would you respond?
- How could you use this feedback to grow and improve?

#### LEARNING FROM FEEDBACK

##### ① Listen to Understand

- Use EARS active listening; Write it down; Ask questions; Paraphrase what you hear; Don't debate

##### ② Manage Your Emotions

- Take deep breaths; Take a break or a walk; Assess your emotions and choose your words carefully

##### ③ Take Time to Reflect

- Mull it over; Squeeze the good lessons; Look beyond the hurt

##### ④ Apply and Grow

- Learn from the experience; Be grateful for a second perspective; Set goals for improvement