

## Methodological tool: Appreciate Feedback

Number of methodological Tool	<b>EUPA_LO_156_M_001</b>
Work Area Code and Title	<b>WA 16: Self-Management, Supervision, Management and Leadership</b>
Unit Code and Title	<b>5.4 Demonstrate leadership skills</b>
Learning Outcome Number and Title	<b>LO156 Improve leadership skills</b>
Objective of the methodological tool	After the completion of this activity, participants will be able to: 1. Interpret the feedback on own performance and list areas for improvement
Approximate Time needed for the completion of this exercise	30 min.
Individual or group exercise	<input checked="" type="checkbox"/> Group
Type of methodological tool	<input checked="" type="checkbox"/> Group exercise <input checked="" type="checkbox"/> Group discussion <input checked="" type="checkbox"/> Experiential Exercise
Description of the exercise/Procedure	<p>Step 1: Work in a small team or organize a larger group into groups of around 4 to 6. Groups should have at least some experience working together, as a basis for giving feedback.</p> <p>Step 2: Give the instructions: "Write down the name of the person you are addressing. Complete the following two sentences for that person. Use the principles for effective feedback. Sign it with your name." "To ____: What I appreciate most about you is... What I would like to see more from you is... Signed, ____."</p> <p>Step 3: In each smaller group, each participant completes the above sentences using one post-it for each participant in the group. Once all participants in a group are done writing, they deliver the feedback, one-by-one, verbally, handing the post-it note to its addressee afterward.</p>

Exercise is accompanied by	-
Exercise solution	-
Other comments to the trainer	With newer or less mature groups, use feedback exercises like Current Strongest Impression or I Appreciate... before using this one.

