

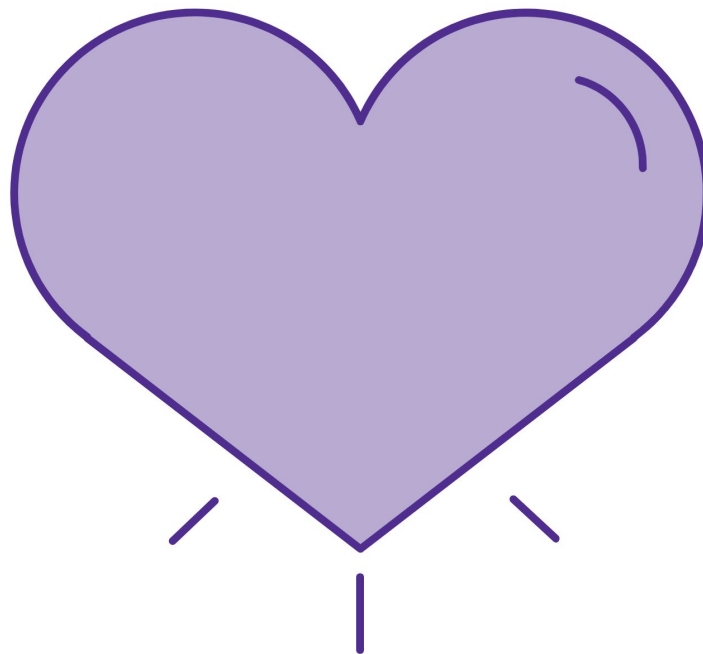
## TEAM EXERCISE #1

# FEEDBACK: I APPRECIATE

Regular, effective feedback is one of the most important ingredients in building constructive relationships and thriving teams. Openness creates trust and trust creates more openness.

This is a good early feedback exercise when group members have developed some comfort and are still getting to know each other. It focuses on sharing appreciation and curiosity about each other.

Source: Getting Value out of Agile Retrospectives, a book written by Ben Linders



# HOW TO FACILITATE “I APPRECIATE” FEEDBACK

**TIME FRAME** 30 min'

**TOOL** 30 min

**FACILITATION LEVEL** medium

**COMFORT ZONE** medium

**MATERIALS** regular post-its or  
paper + pens

## STEP 1 3 min

If your team is bigger than 6 people, organise it into smaller groups (no less than 3).

Groups should have at least some experience working together, as a basis for giving feedback.

## STEP 2 15 min

### 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, \_\_\_\_\_

## STEP 3 15 min

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.

**REMINDER** Everyone has to go back to doris later and submit their reflection on the exercise

**HYPER ISLAND**