

## FEEDBACK CARDS – EVEN MORE POSSIBILITIES!

The possible uses of the Feedback cards are wide-ranging. With the exception of feedback, recruiting/assessment centers, team building (descriptions on the folder in the set of cards) we have also collected another couple of examples for you:

- ❖ **Getting to know you game, or**
- ❖ **Sharpening of perception** (possibly with several sets of cards)

Use your feedback cards as a getting-to-know-you game! Or do your seminars also cover perception? (e.g. sales – purchasing signals, customer requirements)? Then sharpen these with the feedback cards!

1. The participants enter into small groups (e.g. 3 people each). During the getting-to-know-you game they should know as little as possible about each other.
2. Every group gets a set of cards.
3. The participants agree who is 'watched' in the first round (person A). the other people are the 'watchers' (persons B and C).
4. a) B and C now give A all the cards that they think apply to person A. b) They can also give person A cards which they do not think apply to person A at all. Or c) they can also give person A a card which has an attribute that they think person A wants.
5. Feedback from person A: person A says what cards they think are applicable and which ones aren't. They can also ask for the reasons why, for instance, B and C selected/did not select those cards.
6. Change of roles until all participants have played the part of person A.
7. Reflection round in plenary (all participants): *possible questions*: What were your experiences? How do you rate them? How are they linked to your first impression? How are they linked to your personal attitude? Etc.

### ❖ **Communication**

e.g. Ambiguity of messages / ambiguous messages, 'differing maps', causes of conflicts, prejudices, etc.

1. Every participant draws a card (or you the trainer hands the cards out).
2. One participant reads out the term. All of the participants then think about what they understand this term to mean.
3. Exchange of the (different) meanings of the term.

### ❖ **Reflection**

Reflection during the seminar on the basis of the feedback cards:

- ACTUAL situation during the seminar (e.g. culture of dialogue, conflicts, inter-personal relationships)
- Exercises – Role playing

### ❖ **Meta level – Feedback by observer**

When you complete a seminar exercise (e.g. tower building, bridge building or similar), split the participants up into 2 groups (group A and group B). Group B are the observers.

1. Group A completes the exercise, group B observes.
2. After completing the exercise, group B takes the feedback cards and provides group A with feedback on how they experienced the cooperation, etc.

### ❖ **Focus of the day**

Possibly with several sets of cards.

1. The participants openly take a card (front of card visible), or take one concealed (front of card not visible).
2. The participants spend the entire day focusing on demonstrating one particular attribute that is on the card. And/or observing that attribute with others.
3. Reflection: *Possible questions*: What was different? In which situations did you notice this attribute? How often did you consciously take notice of it? Etc.

Versions: as a trainer, you select certain cards from which the participants are able to choose.

❖ **Different role playing and/or Perception**

Themes: communication, managerial development, team building, sales, coaching, etc. Ideal everywhere where body language and tone of voice play a big role.

In a role play (e.g. spontaneous dialogue/presentation/solo theatre, customer/seller, manager/employee etc.), once participant (or several at the same time) draws a feedback-card and makes sure they only are able to see the term on the card.

- a) *One card*: during the role play, the participant demonstrates one particular attribute of the card. – The others try to work out which one it is.
- b) *Several cards*: during the role play the participant draws a card and consciously demonstrates the attribute which is on the corresponding card. In this context the participants have to play out different roles/attributes. The other participants try and work out which attributes are being demonstrated.

❖ **Value work**

For coaching sessions, presentation, team building, management development, sales, etc.

1. What is important to me/Us in terms of ...?
2. What values do I want/do we want to demonstrate or experience outwards / in the team / in terms of our cooperation / in terms of sales / etc. (Target state)?
3. What values are we now experiencing (current state)?
4. What values have we not yet experienced, that we want to experience?
5. How can I / can we experience these values?
6. How can my friends/colleagues/co-workers see that I/we are experiencing these values?
7. What is necessary to ensure that I/we are able to experience these values?
8. What could prevent me/us from experiencing these values?
9. What are now my/our most important steps?
10. Ask further questions with the questions cards

❖ **Vision-finding, creation of the overall concept**

Possibly with 2 sets of cards (one for 'outside', one for 'inside').

Lay the feedback cards out on the table/the surface and ask the participants the following questions, for instance:

1. What attributes do I want to transport/show/experience outwards (e.g. company - customer)?
2. What attributes do you want to transport/show/experience internally (e.g. company - employees)?
3. Which of these attributes are the most important to me?
4. Enquire and specify using the questions cards.

*Let your imagination run wild and create further opportunities for using your feedback cards. We will be pleased to hear about your experiences 😊*