

Team feedback preparation

Purpose

For team members to provide each other with direct actionable feedback so that altering their individual behaviour can improve the performance of the team.

Preparation instructions (see table overleaf)

For each person in your team write down a statement for each of the following:

Give a positive feedback statement about some aspect of that person's valued behaviours.

Do the same for unhelpful aspects of the person's behaviour, which adversely impacts the team.

Name:.....

Valued behaviours :

Unhelpful behaviours that adversely impacts us as a team:
(What needs to be said but is never said).

Name:.....

Valued behaviours :

Unhelpful behaviours that adversely impacts us as a team:
(What needs to be said but is never said).

Name:.....

Valued behaviours :

Unhelpful behaviours that adversely impacts us as a team:
(What needs to be said but is never said).

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Name:.....

Valued behaviours :

Unhelpful behaviours that adversely impacts us as a team:
(What needs to be said but is never said).

Source: influenced by team effectiveness exercise by Patrick Lencioni.