

Team review: giving and receiving feedback

Exercise 1: Look at the actions in the table below as a prompt for a general discussion in the team. Agree actions for improvement.

Exercise 2: Tick the boxes to show how common each action is, in your team. Discuss the “average team score”. Agree actions for improvement.

Action	Very rarely	Sometimes	Very frequently
1 We give each other constructive positive and negative feedback in this team			
2 We make personal remarks and criticisms about each other in the team			
3 We discuss each other's performance and behaviour openly			
4 When we give each other feedback it is specific and constructive			
5 People use feedback to score points off each other			
6 We give each other positive feedback			
7 We shout at each other			
8 We get defensive about feedback from other team members			

Scoring your team:

For actions 1, 3, 4, 6 score: 10 for “Very frequently”, 5 for “Sometimes”, 0 for “Very rarely”

For actions 2, 5, 7, 8 score: -10 for “Very frequently”, -5 for “Sometimes”, 0 for “Very rarely”

Your total for these items is:

Your total for these items is:

Add your two scores together and write your total score here:

“Average team score” = average of all team member scores: