



Feedback and Accountability

This activity helps you practice giving constructive feedback and supporting mentees in staying accountable to their goals. By using a structured feedback approach and encouraging peer accountability, you'll create a more supportive and growth-focused mentoring environment.

Process:

1. Feedback Role-Play (15 min)

Scenario: A mentee presents a project or idea.

- Mentor practices structured feedback:
 - Praise something specific about the work.
 - Offer constructive criticism with actionable suggestions.
 - End with encouragement to reinforce confidence.
- In a group: Role-play different mentor-mentee feedback scenarios.
- *Alone: Imagine giving feedback to a mentee and write down your response following the same structure.*

2. Accountability Partner System (15 min)

- Mentees pair up and share their weekly goals.
- The following week, they check in with each other to discuss progress, challenges, and next steps.
- In a group: This can be done through Discord or a shared tracking system to maintain motivation.
- *Alone: Encourage your mentee to track their goals and reflect on progress during each session.*

Reflection:

Answer the following questions:

- How frequently do you ask for feedback from your mentee/mentor?
- When receiving constructive criticism, how do you typically respond? (e.g., defensively, openly, dismissively)

Create a Feedback Action Plan:

- Set a personal goal for how you will give and receive feedback more effectively.

