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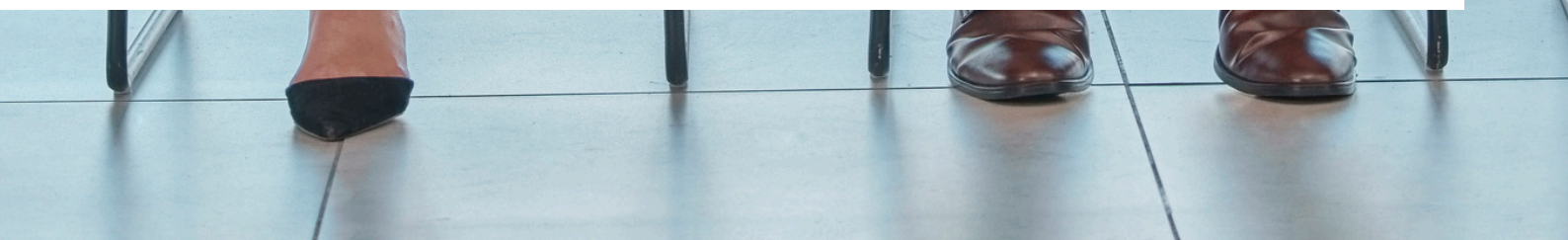
Future Female
Innovators In STEAM

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Feedback Sandwich Exercise

This activity helps you practice giving constructive feedback in a way that is balanced, supportive, and motivating. By structuring feedback with positive reinforcement, constructive criticism, and encouragement, you ensure that feedback is well-received and effective.



Process

1. Pair Up & Provide Feedback (10-15 min)

- Work with a partner (or reflect individually).
- Choose a topic or past experience where feedback is needed (e.g., a project, presentation, or skill development).

Give feedback using the Sandwich Method:

1. Start with something positive – Highlight what was done well.
2. Provide constructive criticism – Give a clear, specific area for improvement.
3. End with another positive note – Offer encouragement or recognition of effort.

2. Reflect & Discuss (10 min)

- In a group: Discuss how this method affects motivation and how feedback feels when framed this way.
- Individually: Write a short reflection on how you typically give and receive feedback and identify areas to improve.

Reflection:

- How did receiving feedback using the Sandwich Method feel compared to other forms of feedback?
- How can you use this structure in your mentoring relationships?
- What challenges might arise when giving feedback, and how can you address them?

By completing this activity, you'll develop a structured approach to giving feedback that is both constructive and encouraging, helping mentees grow while maintaining confidence.

