



Role playing scenarios for constructive feedback

This activity helps you develop confidence and adaptability in giving and receiving constructive feedback. By practicing real-life scenarios, you'll learn how to deliver feedback respectfully and handle different reactions effectively.

Process:

1. Set Up the Role-Play (5 min)

- Choose a scenario where feedback is needed, such as:
 - A mentee frequently misses deadlines.
 - A team member has an unproductive work habit.
 - A mentor gives vague, unclear feedback that confuses the mentee.
- One person plays the feedback giver, and the other plays the receiver.

2. Practice Giving & Receiving Feedback (10-15 min)

- Feedback giver: Deliver constructive feedback in a clear, respectful way.
- Feedback receiver: React as naturally as possible and note how the feedback feels.
- Switch roles and repeat the scenario.

3. Discuss & Reflect (10 min)

- In a group: Share what approaches felt most effective and respectful.
- Alone: Write a short reflection on how you typically react to feedback and what strategies you can use to improve.

Reflection

- How did different ways of delivering feedback change the response?
- What made feedback feel constructive vs. discouraging?
- How can you handle negative reactions while maintaining a positive mentoring relationship?

By completing this activity, you'll become more comfortable and effective at giving feedback that inspires growth without discouragement.

