Feedback improvement circle

This activity helps you refine your feedback skills by practicing in a group setting. By focusing on clarity, specificity, and positive language, you'll learn how to make feedback more effective and supportive.

Process:

1. Give Initial Feedback (10 min)
- Choose a specific aspect of a project or task to provide feedback on.
- Each person shares their initial feedback with a partner or group.

2. Refine the Feedback (10-15 min)
- As a group: Discuss how to make the feedback more constructive by improving:
  - Clarity – Is the feedback easy to understand?
  - Specificity – Does it focus on concrete improvements?
  - Positive Language – Is it encouraging and growth-focused?
- Rewrite or adjust the feedback based on group suggestions.

Reflection
- How did refining the wording change the way feedback was received?
- What techniques made feedback feel more constructive?
- How can you apply this improvement process to real mentoring situations?

By practicing in a feedback improvement circle, you'll learn how to give clearer, more helpful feedback that inspires growth and confidence in your mentees.