



Appreciative Feedback

Cheat sheet

A Feedback technique that offers a structured yet conversational way for teams to give each other meaningful feedback



Based on the '360 feedback' idea of Ivo de Vrijer

Purpose

Designed to make feedback simple, constructive, and engaging. It gives each person insights from their team while also sparking deeper conversations through a thought-provoking question. It helps individuals grow and strengthens team bonds.

Appreciative feedback is well suited for:

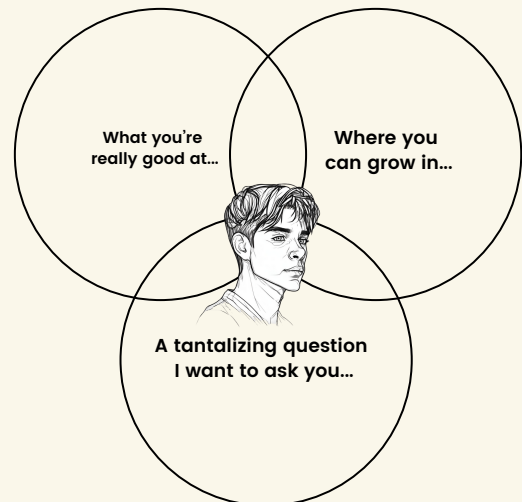
- Professional development programs
- Team Feedback sessions
- Personal reflection exercises
- Regular team check-ins

How-to

Each team member has a feedback poster featuring a three-circle Venn diagram with their name (and a picture) in the center. Preferably these should be poster size or at least big enough for normal size post it's.

The three sentences are placed as follows:

- Top left: What you're really good at...
- Top right: Where you can grow in...
- Bottom center: A tantalizing question I want to ask you...



Session Steps

1. Introduce: the purpose, steps and sentences
2. Write feedback: Team members add feedback to each person's board. This can be done one by one or simultaneously, depending on time available.
3. Review: Each person reads their own feedback, noting what stands out.
4. Sharing & clarification: The team member shares what stands out to them, team members explain what they wrote and why. The team member can ask clarifying questions to ensure they understand the feedback.
5. Tantalizing question – The team member answers one tantalizing question before the group moves on to the next person.
6. Follow up: reflection time or add another structure to process the feedback when all are done

Tips:

- **Time Constraints**: If time is limited, have everyone fill in all boards first, then move quickly through discussion rounds.
- **Constructive Feedback**: Make sure feedback is actionable and framed in a way that fosters growth.

Traps:

- **Rushing**: If there's not enough time to properly write, reflect, and discuss, the value of the feedback is lost.
- **Avoiding the Tantalizing Question**: The question is key to sparking curiosity and deeper conversations.

