

## Positive feedback – an essential skill for leaders

The ability to give people rightly deserved positive feedback in the workplace is a very important skill to develop. This activity will give you a chance to do just that – with at least a degree of reality. I will hopefully prompt you to do more of this when you get back.

This is what you do...

1. Take a sheet of A4 lined paper, and write your name clearly at the very bottom.
2. Then pass your sheet to the person to your left, and receive the sheet of the person to your right.
3. Next, at the very top of the sheet, write two positive statements about the person whose name is at the bottom of the page. Be guided by these two prompts:

Something you have seen that person do that has impressed you.

Something about that person/their personality you like.

You may not have spent long with some or all, nonetheless you have had long enough to form sufficient impressions to do this for everyone in the group.

4. Having written your feedback at the very top of the sheet, fold the paper so when you pass this to the person to your left they cannot see your comments.

Bear in mind you have comments to write on all in the group, so ensure your folds are not too large.

5. Keep commenting, folding and passing on as the sheets get smaller, and make sure you write positive feedback on yourself when your sheet is returned to you.
6. When you have all finished, and only then, open up all sheets together in a flourish.

This might be the most feedback you have had since leaving school.

What did you learn from this?

What will you do as a result when you get back to work?

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