

FEEDFORWARD CONVERSATIONS

PLEASE READ THE GOLDSMITH ARTICLE FIRST TO GAIN A BETTER UNDERSTAND OF THE FEEDFORWARD PROCESS.

ALLOW ONE PERSON TO RESPOND AT A TIME:

1. Team member starts with telling her/his team members: “The behavior I would like to enhance or change is.....”
2. Team member then asks her/his team members: “What behavior would you suggest I focus on to be a stronger team member (use the feedforward method to state this)”.
3. Each team member takes turn stating one behavior they suggest that person could focus on as feedforward.
4. The person receiving the feedforward only says THANK YOU
5. **NEXT ROUND – SAME PERSON: Each member of the team will go around again and say: “What I appreciated about working with you in our team was**”

SWOT FEEDBACK ANALYSIS

ONE PERSON AT A TIME:

Each person takes turn answering the questions from their perspective about the following four topics:

S - Strength

W - Weakness (challenge)

O - Opportunity

T - Threat

STRENGTH:

What is the strength of our team? In this team meeting? What strength have we individually demonstrated that adds value to our team sessions?

WEAKNESS (CHALLENGE):

What did not work in today's team meeting? What is our biggest challenge we are facing as a team to be more effective?

OPPORTUNITY:

What are we committed to do as a team to be more effective from this point forward? What is the opportunity we could embrace?

THREAT:

What seems to continue to undermine our team effectiveness?

NEXT ACTION STEP:

As a team what is our next action step to support our team in being most effective as we move forward?