

# The Feedback Circle

## The Feedback Circle

The Feedback Circle is about a positive focus, collaboration, and positive curiosity. It is about listening to multiple viewpoints.

### Group Member Receiving Feedback

This is not about being on a “hot seat”

Take what you like; consider the rest, with respect for the parties involved and viewpoints expressed.

Open your mind to really listening. Do not talk. Focus on your breathing so that you can stay in the moment.

### Group Members Providing Feedback

Use indirect statements (e.g., phrasing as “wondering” language – “I wonder...” “Could it be...” “What would happen if...”).

**No “shoulds.” and No “yous”.** This is extremely important.

Reflectors should only use “I – Statements”/Reflectors should be brief.

Have the person receiving the feedback sit in a chair with their back to the other group members. This helps both sides not respond to nonverbal cues. Sitting this way also helps the person receiving the feedback to be a better listener.

Process the experience for both the group members giving feedback as well as the group member receiving feedback. The group member receiving feedback should just process the experience of receiving feedback they should not discuss the feedback they received. They should take the feedback and give it some thought over the next week.