One on One Feedback Exercise

Use this tool to practice exchanging feedback with a partner. This exercise is useful after an event, activity, or process in which two people have been engaged.

**Step 1:** Establish a goal to express our appreciation of each other’s strengths and identify possible opportunities for growth.

**Step 2:** Set norms for this exercise

- Approach this exercise from a learning mindset (looking for, “What can I learn from my partner’s perspective?”)
- Share feedback that is specific and based on observation
- Recognize that each of us has our own blind spots and others can help us see those
- Acknowledge that each recipient decides what to do with the feedback they receive
- Ask open-ended, clarifying questions if we don’t understand each other
- Express gratitude

**Step 3:** Appreciations

Purpose: To acknowledge and appreciate your partner’s strengths, expertise, skills, improvement, etc. and improve their impact.

Take turns expressing appreciations of your partner, one at a time. (Ex. Partner A shares an appreciation of Partner B, then Partner B shares an appreciation of Partner A, etc.)

Some language you might use could be:
“I appreciated when you...”
“I noticed you...and the impact was...”
“I felt supported when you...”

**Step 4:** Opportunities

Purpose: To share your perspective on how your partner could grow, improve, etc. in their skills, expertise, and impact.

Take turns offering opportunities for growth to your partner, one and a time.

Some language you might use could be:
“One thing I observed was...”
“One thing I’m wondering about it...”
“One possible area for growth might be...”

**Step 5:** Closing

Express gratitude to each other for engaging in this feedback loop. If desired, share an action step each of you plan to take as a result of this conversation.

Adapted from Youth Development Executives of King County, The Partnership Ecosystem, [https://ydekc.org/resource-center/school-community-partnership-toolkit/](https://ydekc.org/resource-center/school-community-partnership-toolkit/)