

Ridge Family Ministry - Team Lead Module 3 – Giving, Receiving, and Responding to Helpful Feedback

Core Competency 3

Make it better by giving, receiving, and responding to helpful feedback.

Scripture and Reflect

Read

Proverbs 1:5, 12:1, and 16:24 and Colossians 3:12

- According to Proverbs, what is the value of receiving feedback?
- Why is it important to also share positive feedback?
- What Role do you think the virtues of Colossians 3:12 (compassion, kindness, humility, gentleness and patience) have in the process of getting and receiving feedback? What key understanding does someone need in order to show those virtues?

Watch, Exercise, and Reflect

Watch this video on [the 8 steps of giving feedback](#).

- How has your view of the value of giving feedback changed after watching this video?
- What were your two biggest takeaways?
- Describe a situation where you gave feedback. What should have been done differently in light of the above videos?
- Exercise: Think of two different people in your life (work, family, friend, ministry). Using the eight steps, write out positive feedback for one person and constructive feedback for the other.
 - How did the exercise compare for the two team members?
 - Was positive or constructive feedback more difficult and why?
 - What value do you see in writing out feedback (positive or negative) first?

Read, Exercise, and Reflect

Read the blog article [“How Coachable Are You? 5 Quick Ways to Improve”](#) by Joseph Folkman

- What were your biggest takeaways from the article? Is there anything that you disagreed with?
- Have you done any of the steps Folkman describes? What were the results?
- Exercise: Ask someone that you trust to give you constructive feedback on a specific thing. Use Folkman’s strategy for being coachable.
 - What was the experience like?
 - How difficult was it to ask for feedback? Why?
 - Did you find the experience valuable or helpful? Why or why not?

Discuss

- Why do you think a culture of feedback is important? How is our culture of feedback?
- How is a culture of feedback created?
- On a scale of 1 to 10, How open are you to constructive feedback?
 - Would the people in your life agree with you? (spouse, friends, family, team)

- How do you respond when people provide you with feedback?
- Are there any people you realized need to have some feedback given to them?
- Let's practice, with what we discussed, how would you give me feedback if I was...
 - Consistently late
 - Not responding to communication
 - Using my phone too frequently
 - Having a negative attitude