

# LEADERSHIP

AT THE RIDGE

## Ridge Kids Team Lead // Module 3

### Core Competency 3

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

- What were your biggest take aways 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 Together

1. Why do you think a culture of feedback is important? How is our culture of feedback?
2. How is a culture of feedback created?
  
3. On a scale of 1 to 10, How open are you to constructive feedback?
  - o Would the people in your life agree with you? (spouse, friends, family, team)
  - o How do you respond when people provide you with feedback?
4. Let's practice, with what we discussed, how would you give me feedback if I was...
  - o Consistently late
  - o Not responding to communication
  - o Using my phone too frequently
  - o Having a negative attitude