



NAME OF THE ACTIVITY: **FIND THE BALL**

Activity 1 / Monitoring adult learners' performance

Content	Acquired Skill	Competences
Feedback	- To give meaningful feedback.	- constructive Communication - Empathy

Activity General Description and material

FIND THE BALL	
Activity Overview	There is a big difference between giving feedback and giving meaningful feedback. This activity is designed to let the participants explore the difference between these two kinds of feedback and to foster the skill to give effective and helpful feedback.
Materials	A ball or another easily identified object.
Duration	30 - 45 minutes
Feasibility	The activity is feasible for group implementation. The activity is not designed for online courses.



Activity

Step 1. Ask for 4 volunteers to leave the room. Let them know they will be asked to come back into the room one by one. Write each person's name on a separate sheet of paper.

Step 2. Provide the remaining team, a.k.a "coaches" with these instructions:

The 4 who left the room will be asked to come back into the room one at a time, complete their mission, then leave the room again. The goal is for them to find the ball within the room, which the remaining team will hide. Each ball seeker will be provided different levels of feedback by the coaches:

Volunteer #1 = Silent Feedback

Coaches are required to be silent and motionless.

Volunteer #2 = Negative Feedback

Coaches are to provide **only negative** feedback. Think of comments a person might receive from another individual who is not satisfied with the person's level of work. For example, "you can do better than that" or "you're taking too long". The feedback should not offer any clues or direction to where the ball is.

Volunteer #3 = Positive Feedback

Coaches are to provide **only positive, generic** feedback. For example, "great job", "we believe in you", or "fantastic work". The feedback should not offer any clues or direction to where the ball is.

Volunteer #4 = Specific Feedback

Coaches are to provide specific clues and are able to respond to yes/no questions.

Step 3. Ask the coaches to decide which volunteer will receive each type of feedback. Be mindful about which volunteer is to receive negative feedback. Although this is an exercise, it still might be upsetting to certain individuals.

Step 4. Have a coach hide the ball somewhere in the room. Then invite volunteer #1 back to find the ball. Allow each volunteer 3 minutes to search while the coaches provide feedback based on the instructions provided in step 2. Have the volunteer leave the room after their time is up. Repeat this step for volunteers #2, #3, and #4.

Step 5. All volunteers and coaches will come back together for the volunteers to discuss the following questions:

1. How did you feel while looking for the ball?
2. What did you think/feel as a result of the feedback you received?
3. How did the feedback you received affect your performance?
4. What did the feedback you received prompt you to think/feel about the other folk in the room who were giving it?



5. If this was the type of feedback you received every day, how do you think it would impact your desire and/or ability to keep yourself and your teammates safe?