

Four Square Feedback

Take 4 chairs and place them back-to-back in the middle of the group circle.

Ask the person receiving feedback to sit in one chair.

Ask for three volunteers to provide feedback and have them sit in the other three chairs.

The person's job receiving feedback is just to LISTEN. He/she is not allowed to respond to the feedback.

The other three people take one to three minutes each to provide feedback related to the topic.

Once their time is up they are not allowed to provide any more feedback.

If someone in the group circle would like to provide feedback they can switch chairs with one of the three people providing feedback in the Four Square.

The new person has to limit their feedback to one to three minutes.

Once the feedback is complete, the person receiving the feedback is ask to think about the feedback and if needed to come back to the group next week with reaction to the feedback.

In order for this type of feedback to be effective the rules must be followed!