

## **Team I Like/I Wish Feedback – Instructor Guide**

### **When to facilitate this session**

We suggest that you facilitate this type of session either halfway through the project (so that teams can have an opportunity to course correct), at the end of the project, or both! The key thing to keep in mind is that teams should have plenty of time working as a team prior to this session so that there will be meatier things to dive into. For long projects (semester-long), you might even consider having this session after every key presentation or decision point as these are often moments in which tensions can surface.

### **Pre-work**

- Acquire post-its (1 pad per student) and markers (1 per student)
- Not required, but it might be helpful to prepare students during the previous session with what the activity will be like. It might even be helpful for students to start to think about what their feedback to each person might be. The Reflection handout (created for 11x17 paper, so print to fit if printing on 8.5x11 paper) can be given to students to complete before they come to class if you want to ensure that they reflect.

### **Team Timeline Activity Session**

*What students should bring to class:*

Their completed Reflection handout if it was assigned

*Resources:*

- Team I like/I Wish Feedback\_Slide Deck
- Team I like/I wish Feedback\_Student Discussion Guide

*Room Setup:*

- Students should have the means to be seated comfortably, facing each other, in teams (small circles or clusters is perfect)
- Print Discussion Guides for students to follow

*Session Notes:*

#### **[5 min] Introduce Activity**

- Today we're going to debrief the team experience – specifically, you will have an opportunity to share honest feedback with your fellow teammates.
- I encourage you to create a comfortable, campfire-like environment for your team debrief. Make sure you all are close, preferably in a circle so that you can have an honest discussion.
- We like to say that feedback is a gift – someone is taking the time to reflect and give you feedback because they care about you, and want to help you improve how you collaborate with others. You definitely don't have to accept that feedback, or act on it, but be gracious and thankful for it.
- Take some time to write 2 post-its of feedback for each person on your team – 1 "I like" post-it (what you like or appreciate about your teammate), and 1 "I wish" post-it (what you wish they might do in the future).
- Once everyone's done creating the post-its, go around, and have each person give his or her feedback to each person on the team.
- Make sure to read the post-it out loud, and hand it to the recipient.
- Be thoughtful as you both give & receive!

#### **[30-40 min] Give time to complete activity**

# Team Debrief Guide

## Team Timeline Discussion

Use this time in your teams to compare the Team Timelines that everyone completed. Refer to the completed timelines as you discuss each of the following questions with your team.

### Collaboration Peaks

- What were everyone's "high" points in terms of collaboration?
- When do we all agree that we collaborated best? Why did those moments happen? What did we do well?
- Were there moments in the project where some of us thought we were collaborating well, and others thought it was not going well? Dig into those moments. What happened?

### Collaboration Valleys

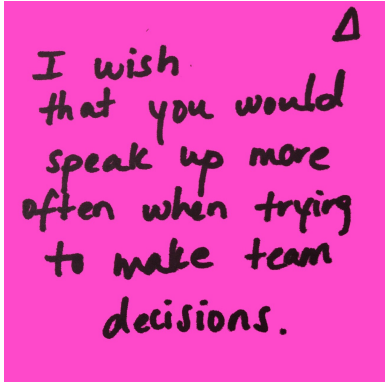
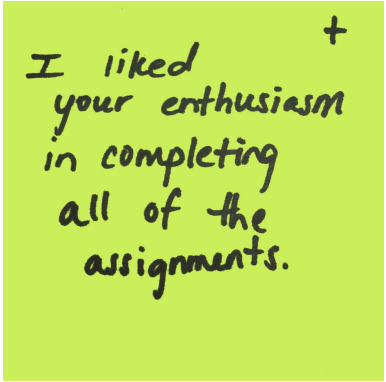
- What were everyone's "low" points in terms of collaboration?
- Identify the moments where we all agree that we struggled to collaborate. Why did these moments happen? What did we not do well?
- Take a moment to go around, and have each person on your team share one thing they learned about working on a team that they will incorporate into future team projects.



## Team Feedback

Take 5 minutes to create 2 post-its for each person on your team – 1 post-it with what you like or appreciate about their contribution, and 1 post-it with what you wish they might do in the future.

Go around, and have each person give his or her feedback to each other person on the team. Make sure to read the post-it out loud, and hand it to the recipient. By the end, every person on your team will have a collection of feedback post-its to consider going forward.



# Team Debrief



# Team Feedback



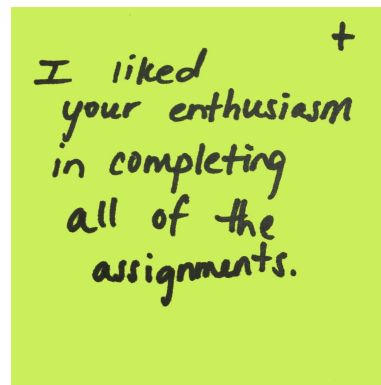
Photo credit: Flickr user asenat29

# Team Feedback

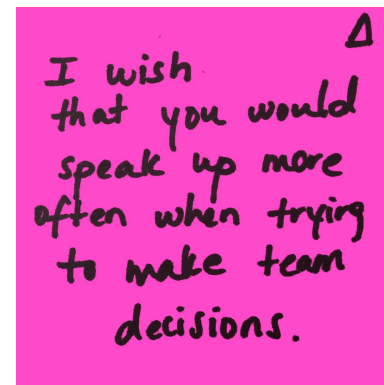
Create 2 post-its for each person on your team – 1 post-it with what you like or appreciate about their contribution, and 1 post-it with what you wish they might do in the future.

Go around, and have each person give his or her feedback to each other person on the team.

Make sure to read the post-it out loud, and hand it to the recipient.



I liked <sup>+</sup>  
your enthusiasm  
in completing  
all of the  
assignments.



I wish <sup>Δ</sup>  
that you would  
speak up more  
often when trying  
to make team  
decisions.