

# Metro North Health CULTURE & ENGAGEMENT



## Appreciative feedback activity

**Time:** Approximately 1.5 to 2 hours.

**Materials needed:** Flipchart or whiteboard, markers.

**Participants:** Teams or department (ideally an even number).

**Values in Action:** Respect, Compassion, Teamwork.

**Outcomes:** Boosts communication and feedback skills, strengthens team trust and connection, and creates a positive team energy.

### Purpose

This activity helps team members connect and build trust by giving and receiving appreciative feedback. It's quick, fun, and meaningful, leaving everyone feeling seen and valued.

### Set up instructions

#### Prepare your space (5-10 mins)

- Clear an open space for two lines of people to stand facing each other.
- Write the feedback prompt on a whiteboard or flipchart: “*What I appreciate about you is...*”

### How to run the activity

#### Step 1: Introduce the activity (10 mins)

- Welcome everyone and explain the purpose of the activity.
- Let them know it's about giving quick, specific, positive feedback to build connection and trust.
- Emphasise the key phrase: “*What I appreciate about you is...*”

#### Step 2: Check in with yourself (5 mins)

- Ask participants to form two lines, facing each other. (Use a buddy system or numbering off to help if needed.)
- If there's an odd number, one person can start by observing and join in the next round.
- Take 1–2 minutes for everyone to quietly check in with how they're feeling before beginning.

### Step 3: Begin appreciative feedback rounds (30–45 mins)

- Label the two lines as “**Left**” and “**Right.**”

#### Round 1:

- The **Left** person gives 30 seconds of feedback starting with “*What I appreciate about you is...*”
- After 30 seconds, call out “SWITCH!”
- The **Right** person then gives 30 seconds of feedback in return.

#### Then call “**MOVE!**”

- Everyone in one line shifts one person to the **left** (like a chain), and the person at the far end loops to the other end.
- The other line stays in place.

Repeat until everyone has interacted with each person (or as many as time allows).

**Tip:** If someone ends up without a partner in a round, invite them to pause, reflect, and rejoin in the next rotation.

### Step 4: Group reflection (15–20 mins)

Gather everyone in a circle or seated group and reflect:

- *How did that feel?*
- *What surprised you?*
- *How can we make appreciative feedback a regular part of how we work together?*

Write any key insights or shared feelings on the whiteboard to close the session meaningfully.

### Extra tips

- Encourage feedback that’s specific and genuine — e.g., “*What I appreciate about you is your calm presence during high-stress times.*”
- If someone missed giving or receiving feedback, invite them to connect with their missing partner after the session.