

Strength Bombardment

Everyone will have an opportunity for 2 minutes to receive positive feedback from the rest of the group.

Each person will be the focus of attention for 2 minutes, during which time the other members of the group will tell you what they see as your most positive qualities and strengths—what they like, love and admire about you.

1. When it is your turn, you listen. Do not say anything at all. Not even thank you. Especially not things like, “if you knew me better, you would say that.” That is called discounting and it deflects the positive effect of the feedback.
2. People who are delivering the feedback—look at the person, make eye contact. Talk directly to the person.
3. The person receiving the feedback should also look at the person giving them the feedback.
4. The person sitting to the left of the person receiving the feedback is going to record what the group says to them, because it is often hard to remember what has been said because sometimes we feel a little embarrassed and tend to not remember as well.
5. Read your feedback form every day for a week.
6. Start acknowledging people every single day. Make it one of your new habits. Try 3 a day no matter what and notice what starts to happen in your relationships. (N. Sprinthall)