

# manuel knight **ACADEMY**

*Shake it off*- A feedback exercise.

## *Purpose*

Take the drama out of giving feedback. Enforce giving spontaneous feedback.

## *Duration*

Depends on group size; from 30 minutes -1,5 hour. If it is possible/ a smaller group give everyone a chance to give feedback to everyone.

## *How to do it:*

Give the following instructions.

-This is an exercise we call Shake it off. Shake the dust off your shoulders and say what you want to say.

-Normally in organizations, teams we give feedback very sparsely. We say don't worry so much on how, when, where and all techniques. Use judgement, yes, but when it's time to give feedback -Just do it!

- Stand up and pair up two and two.

-You have 4 minutes together -2 minutes each to give feedback.

-Say what you want this person to know- give him/her something useful or just praise/high five.

- After you got your feedback say thank you and switch roles.

-This is not the time to get deep into something. If you feel you need to talk more- decide when you will meet and finish your dialogue.

I'll put on some background music. I will tell you when 4 minutes have passed and it is time to switch partner.

When times out- gather the group. Reflect together:

-How did it feel?

-What did you learn?

-What is the take home?