

Feedback Review Session (FRS)

How Does the Feedback Review Session Work?

- Using the FRS Guidelines, the team member selected to be the facilitator sets the ground rules for the discussion and helps to ensure that the session is fair, balanced and constructive.
- Each team member reviews his or her own Team Feedback Survey results and identifies specific areas of feedback for other team members.
- One team member volunteers to receive feedback first.
- Individual team members direct their feedback to the volunteer, one at a time, until no one has anymore feedback for the volunteer.
- Each of the other team members, including the student-facilitator, then receives feedback from the team in the same way.
- The student-facilitator should allow no more than 10 minutes of feedback for each team member.

What are the benefits of the Feedback Review Session?

- Many people are inexperienced or uncomfortable with feedback. The FRS provides team members with guidelines and a structure for giving and receiving feedback, and allows for open constructive sharing of their perceptions of team member behavior.
- The feedback session allows team members to elaborate and clarify feedback given in the Team Feedback Survey and add additional feedback for each team member.
- Team members receiving feedback benefit by increasing their self-awareness in areas related to team and other interpersonal behavior.
- Team members also benefit by building their skills in giving feedback in a constructive and non-threatening way.
- The instructor can benefit by sitting in with teams that appear to be dysfunctional to better understand problems and help the team with solutions.