

CONSTRUCTIVE FEEDBACK

Feedback is one of the most powerful tools for growth, but it can either build people up or tear them down, depending on how it's given and received. Too much criticism can discourage someone, while empty praise without guidance does little to help them improve. Great leaders understand that the best feedback balances honesty with kindness—it points out areas for growth while also recognizing strengths. In this activity, you'll learn how to give and receive feedback in a way that encourages progress, builds confidence, and strengthens relationships within a team.



Conversation Starter: What was some of the best advice you ever received? What was the worst?

FEEDBACK IN ACTION

FACILITATION TIPS

- Before the activity, demonstrate how to give constructive feedback using real examples. Show the difference between harsh, vague, and effective feedback so participants can see it in action.

- Harsh feedback - overly critical, focusing only on mistakes without offering solution.
- Only positive feedback - all praise, but too vague to be useful.
- Constructive feedback - clear, supportive, and focused on how to improve.
- Give every group a chance to perform their skits. Everyone in the audience, depending on if they are sitting on the right left or middle has to give critical, constructive, or only positive feedback.

- Divide into 2-4 groups.
- Give each group a random skit topic from the cards below.
- Each group has 4 minutes to plan and 1 minute to perform their skit.
- After each skit, the audience will give feedback—but with a twist! The audience is divided into three groups, each giving a different style of feedback:



KEY OBJECTIVES

- Practice giving and receiving constructive feedback.
- Recognize the impact of different feedback styles.

WHAT YOU'LL NEED

- Print the Page below of Notecards with random skit topics
- Timer or stopwatch

FEEDBACK SANDWICH APPROACH

Good feedback follows a simple recipe:

- Start with a positive comment (what worked well).
- Add a helpful suggestion (what could be improved and how).
- End with encouragement (motivate the person to keep going).

This makes feedback easier to give and receive—honest but kind, clear but supportive.

REFLECTION

- How did it feel to receive different types of feedback? Which type was the most helpful and why?
- What was harder—giving feedback or receiving it? Why?
- How can we share and accept feedback in a way that builds confidence instead of fear?

APPLICATION

- In what ways does feedback shape us into stronger leaders?
- How can we be honest in our feedback while still being kind and encouraging?
- What are the best ways to accept feedback without letting it feel personal?
- Dive Deeper: How can we tell the difference between feedback that is meant to help us grow and feedback that is just criticism?

KEY TAKEAWAY: The way we give and receive feedback shapes how we grow. Effective feedback isn't just about pointing out mistakes—it's about helping others improve while making them feel valued. When we learn to balance honesty with encouragement, we build stronger teams, better leaders, and a mindset that welcomes growth.

CHECK UNDERSTANDING

Did participants practice both giving and receiving feedback in a way that was helpful and encouraging? Did they understand how specific, constructive feedback leads to real improvement?



Create a 60 second skit with the following prompt:

Aliens visit Earth... and are very confused

Create a 60 second skit with the following prompt:

You discovered the City of Atlantis...but it's not what you expected

Create a 60 second skit with the following prompt:

You are a group of superheroes trying to help a citizen...but your powers are weird and/or useless

Create a 60 second skit with the following prompt:

You are a spy on a top-secret mission... but you're a terrible spy