 **Peer Feedback and 'Supplies for the Journey'**

Hello,

Study teams will soon address peer feedback.

The purpose of the feedback to evaluate the development process and the journey that you underwent during the year at the INDC with your teammates. Those who have experienced and accompanied you in so many events and opportunities throughout the year.

The feedback will be made intimately - in pairs, and will allow for candor, discourse and deep insights.

**Conveying the feedback -**

1. **Prepare for the feedback -** what do you want to tell your colleague? If there are complex things - how do you convey in a way that would influence your colleague and lead them to change?
2. **Have a 15 minutes long feedback conversation** according to the principles of feedback conveyance -
3. Make your feedback a **dialogue and conversation** rather than a monologue.
4. What is your **unique point of view**? What will your colleague not learn from anyone else?
5. Give **examples and descriptions** that would illustrate the main issues. Focus on a few messages you would like to convey.
6. Communicate a **true, courageous, and encouraging** **message** while showing **sensitivity and curiosity** to your colleague's worldview.
7. **Describe the strengths** of your colleague ☺, not just what needs to be improved.
8. Try to reach **common understandings** about what is required for the future - Remember '**the** **enlightened** **grows**'

**Receiving the feedback -**

1. **Prepare before you receive the feedback -** What do you want to receive from your colleague in the feedback group? The more prepared and open you are the better your feedback will be....
2. **Get better from feedback to feedback -** you're about to receive feedback from multiple colleagues. Try to find ideas and topics that return between feedbacks. Talk with your colleagues and clarify things you want to deeply understand.
3. **At the end of the feedback and at the end of each round -** take time for personal processing and formulating the 'Supplies for the Journey'

**How to make feedback -**

1. **Distribution of the teams into feedback groups:**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Colleague E** | **Colleague D** | **Colleague C** | **Colleague B** | **Colleague A** | **Team/Group** |
|  |  |  |  |  | Team 1 Group A |
|  |  |  |  |  | Team 1 Group B |
|  |  |  |  |  | Team 2 Group A |
|  |  |  |  |  | Team 2 Group B |
|  |  |  |  |  | Team 2 Group C |
|  |  |  |  |  | Team 3 Group A |
|  |  |  |  |  | Team 3 Group B |
|  |  |  |  |  | Team 4 Group A |
|  |  |  |  |  | Team 4 Group B |

1. **2**
2. **Preparing for the routes (similar to speed date) -**



1. Each time **two pairs** from the same group meet up for feedback, while one pair drinks coffee and prepares
2. The **duration of the feedback conversation** is 20 to 30 minutes. After half the time passes (15 minutes), the roles switch - The person who gives the feedback becomes the recipient of the feedback, and the feedback receiver gives the feedback. Keep this schedule to stay focused.
3. **The location of the feedback conversations -** the team classrooms, instructor rooms, shaded corners throughout the INDC, and every place in which you feel comfortable sharing. The cafeteria will be active at the same time.

**Have a meaningful learning experience, the INDC staff**