


## Team FeedForward Exercise

One of the benefits of working in multiple teams throughout your program at Royal Roads is the opportunity for **continual improvement**. As you move from one assignment to the next, and transition from one team to the next, take time to self-reflect. Then share your discoveries and your challenges with your team, and invite constructive, future-focussed suggestions from your teammates.

“Hotseat” is one exercise that you can use for continual improvement. **Feedback** (examining what happened) is most effective when it includes **feedforward** (focussing on what’s next). Reflect on the past with the intention of deciding what you want to focus on in the future. Then, invite suggestions from your team. Your teammates’ perspectives are **valuable gifts**; investments in your own - and each other’s - growth and success.

When **GIVING the gift**, be specific, respectful and appreciative. Describe behaviour, avoid labelling.

When **RECEIVING the gift**, take it as information. It is one person’s perspective – you don’t have to agree, or disagree. Simply be open to ideas. Thank your teammates for their suggestions. Take time to consider how you will apply the perspectives you have gained. Then, commit: **“Next time I will...”**



### “Hotseat” Feedforward Exercise

**One team member is on the *Hot Seat*...**


1. "My biggest **personal learning** about myself as a result of working in this team is: \_\_\_\_\_."
  
2. "As I continue to work in teams, one thing that I would like **change/enhance/improve** is: \_\_\_\_\_ .

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**Then, each team member shares with the person on the hotseat:**

3. "What I **appreciate** most about working with you is: \_\_\_\_\_."
  
4. "Given what you said you’d like to change/enhance/improve, one **feedforward** suggestion I offer is : \_\_\_\_\_."

- Check for understanding....
- The person on **Hotseat** reflects back what they have heard from their teammates. |



Then go to next person on the hotseat.... (5-10 min/person)