

Peer Feedback 1-1 (paired)

Instructions:

- Pick the version of [Feedback](#) that you will give (Relative, Absolute, Emotion-based)
- Declare who will be paired with whom.
- Each person creates a scratchpad.
- Copy the form of the Feedback below to the scratchpad.
- Each fills in their scratchpad simultaneously.
- Create a joint document. Give access to each participant, including the facilitator.
- Each person copies their Feedback into the joint document.
- Pairs go into Zoom Breakout rooms if online or separate areas if in person.
- Persona A reads the Feedback.
 - Thanks Person B for the *Likes*, *What you did that I liked*, or *Joy/Excitements*.
 - To respond to the *Wish That's*, *What a ten would like*, or *requests from Fear/Anger*, Person A follows [Feedback: Receiving: the 5 A's](#) (4 min):
 - Appreciates
 - Acknowledges
 - "I think I heard you say Is that right?" until Person B says "Yes."
 - "Is there more?"
 - Accepts (or not)
 - Acts: Person A and B co-create an action that satisfies the Feedback
- Then Person B reads and responds to the Feedback from Person A.

RELATIVE

Person A >> Person B

- Like
- Wish That

Person A >> Person B

- Like
- Wish That

ABSOLUTE

Person A >> Person B

- Your performance, 1-5 (where 3 is "meeting expectation"):
- What you did that I liked:
- What would get you to the next level:

Person A >> Person B

- Your performance, 1-5 (where 3 is "meeting expectation"):
- What you did that I liked:
- What would get you to the next level:

DEEP (EMOTION-BASED)

Person A >> Person B

- JOY:
 - o My story:
- EXCITEMENT:
 - o My story:
- SADNESS:
 - o My story:
- FEAR:
 - o My story:
 - o I helped create this situation by:
 - o (optional) My request:
- ANGER:
 - o My story:
 - o I helped create this situation by:
 - o (optional) My request:

Person A >> Person B

- JOY:
 - o My story:
- EXCITEMENT:
 - o My story:
- SADNESS:
 - o My story:
- FEAR:
 - o My story:
 - o I helped create this situation by:
 - o (optional) My request:
- ANGER:
 - o My story:
 - o I helped create this situation by:
 - o (optional) My request:

★ Interested in coaching or software to help implement the Mochary Method at your company? Please fill out our interest form [here](#), or book a discovery call with Nancy Xu [here](#).

