

INTRODUCING A NEW METHOD

NAME	The Feedback Game
NAME OF THE WORK-PACKAGE	Self-knowledge
FUNCTION	By playing The Feedback Game, you will find out how well you know yourself and the other players. How do you view others? What image do others have of you? Perhaps they see strengths in you didn't even know you had.
TIME	
TOOLS	Cards, 2-8 players and rules
HOW TO USE IT	RULES FOR PLAYING THE FEEDBACK GAME The Feedback Game consist of 140 cards: 70 portray human strengths and 70 portray human weaknesses. Four blank cards are also enclosed so that you can add extra strengths/weaknesses if you wish. In these rules for playing you will find four methods of play. Game 1, 2 and 3 can be applied in groups and teams. Game 4 is for personal coaching. GAME ONE: FEEDBACK STRENGTHS (2-6 players) Use all the cards containing strengths for this game. 1. Deal five cards to each player. Place the rest of the cards in a pile, face down. 2. Decide who starts 3. Pick the top cards from the pile. From your six cards, select one strength which is most uncharacteristic of yourself. Pass this card to another player who you think could demonstrate this strength, explaining the reason for your choice. This card is placed, face up, in front of the chosen player. The next player then takes a turn, and this process continues until the pile of cards is depleted. 4. All players now have five cards in their hands which they feel are best suited to them. Place these in front of you, face up, alongside the cards passed to you by other players depicting how they see you.

5. Compare and discuss the similarities/differences between how you see yourself and how others see you.

GAME TWO:

ESTAMATING SOMEONE ELSE'S STRENGTHS

(3-8 players)

Use all the cards containing strengths fort his game.

1. Spread all the cards strengths for this game
2. Write down the eight strengths which are most characteristic of you. Do not show the other players.
3. When each player had made their list, everyone should leave the room. Players then re-enter the room, one at a time, to pick out a cards they selected. They should place these cards face down in a single pile, and again leave the room. Alternatively, players could be asked to turn their back on the table, while each player makes his or her selection. When each player has had a chance to pick their cards, everyone can re-enter the room to resume the game.
4. Discard any cards that have not been selected. Shuffle the pile of selected cards and place it face down.
5. Each player, in turn, selects the top card from the pile and shows it to the players. All the players guess who had listed this strength hand give reasons for their choice. Ten points are awarded for each correct guess. The next player then takes a turn, and this process continues until the pile of cards is depleted.
6. The player with the highest score is the most competent at estimating how others see themselves.

Alternative version of game two

- Place the cards numbered 1-35 for both strengths and weaknesses face up on the table.
- Select five strengths and four weaknesses.
- Continue play as described above.

This version can be somewhat confrontating, because you are working with the weaknesses as well as strengths.

GAME THREE: STRENGTHS AND WEAKNESS OF AN ORGANISATION

The purpose of the game is to discuss the way players perceive the organisation they work for and to share their experiences on this.

1. Put all the strengths and weaknesses cards face up on the table, separated from each other.
2. Choose one or two strengths and one or two weaknesses witch describes the organisation you work for. Of the organisation is large, just focus on your part of it.
3. Explain in turn your choice, using the following questions to help you:
 - Where do you see the strength(s) and weakness(es) in your organisation? What is the effect of this on you?
 - Is there a connection between the strength(s) and the weakness(es)? If so, what is it?
 - What strength does each weakness conceal behind it?
4. What are your conclusions?

If players all work in the same organization, this game breaks the ice by enabling them to talk about it. If there is dissatisfaction about the organization, this game

will bring this out onto the table. For this reason you may want to think about how you are going to handle the result of the game, before playing. You can also use this game to discuss how things work in a team, in which case you should replace 'organization' by team. It's not always necessary to use all the cards. Depending on the situation you can make your own pre-selection.

GAME FOUR MY OWN STRENGTHS AND WEAKNESSES

(1 player plus coach)

The purpose of this game is to gain an insight into your own strengths and weaknesses and how they are connected. Use all of the cards strengths and weaknesses.

1. Spread all of the strength cards up to the table. Select 8 strengths that you're absolutely certain you have, and place these horizontally in front of you. The easiest way to choose the cards is as follows: first make a quick selection by discarding those strengths that you definitely do not have. Second discard those strengths which you're uncertain you may have. Continue doing so until 8 cards remain.
2. Select 8 personal weaknesses that currently bother you the most, using the procedure as used at step 1. Place these horizontally below the row with the strengths.
3. Discuss the result on the following basis:
 - Illustrate for each strength when and how you apply it
 - Illustrate for each weakness in what kind of situation it bothers you the most
 - If there is a connection between one or more specific strengths and weaknesses, place these alongside each other.
 - Write down the results or take a picture of it, so that you can have another look at it later on, or discuss it with others.

Sometimes people find it difficult to select 8 cards from 70, because they then have to process too much information at one time. An alternative is to place 5 cards at a time on the table and for each iteration ask the player to select only one card that best suits. This will give you an initial selection of cards, from which the player should then choose just 8.

INSTRUCTIONS

EXPLANATORY NOTES

Choose which version (1,2,3 or 4) of the Feedback Game to play, depending on how well the players know and trust each other.

The words and pictures on the cards depicting strengths convey positiveness. Each card carries a picture of the rainbow. The different colors of the rainbow symbolize the spectrum of different human qualities.

The words on the cards depicting weaknesses convey negativity. The colors of the rainbow are once again used, but in this case the angular shapes illustrate how a weakness can distort or hide a positive quality. For example, being 'determined' (a strength) may become 'obstructive' (a weakness), and 'playful' (a strength) may become 'undisciplined' (a weakness). This is an important point to remember.