

Evaluation is an Act of Love - March 19, 2023 Skill Up
Sarah Berel-Harrop

Why do you want to give feedback?

- have things your own way (control)?
- your own discomfort or preferences?
- fear of something different?
- development of leadership/skills for the other person?
- what's the power dynamics in the situation (overt & implicit)?
- get grounded into whether this is an important thing that impacts the group and the relationships among members

What do you want to say / what do you want to happen?

- list of points (but limit to a couple)
- pick and choose / not everything is equally important
- be specific (and timely)
- stick to subjects under the person's control
- express what you want to happen as a result of the convo, and also be open and responsive to others desires and needs
- as appropriate, ask if they want the feedback
- be cautious of providing unsolicited advice

How do you want to say it?

- approach with curiosity, not judgment
- use "I" language & leave room in your own imagination that everything you think you know is wrong.
- feedback sandwich, can be experienced as manipulative. Also, they may only hear the "positive" parts
- Direct communication
- Always with the person involved, don't triangulate
- DBT Skills - "GIVE"
 - Gentle
 - Interested
 - Validate - note that this doesn't mean you agree, but you do consider the emotion makes sense.
 - Easy Manner

When do you say it?

- private or public? Real-time or schedule something later?
- regular debrief culture, eg after every event or at set intervals
- if at set intervals, how do you give info & cultivate relationship between those intervals?
- cultivate gratitude and appreciation "catch people doing something right"
- will there be time for dialogue & response / make space for mutuality.
- are you yourself approachable / responsive to feedback?

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Scenarios / group (20 minutes)

Select a scenario you would like to give feedback for. One gives, one gets feedback, and the others in the group observe. At the end of the scenario, debrief with each person sharing how they experienced the conversation / what values it reflected. Then another person in your group practices giving feedback. Continue until everyone who wishes to has had the chance to give and receive.

Scenario 1:

You are the president of the board and want to have a talk with a member about their frequent absences from the board meetings (they have missed 3 out of the last 5).

Scenario 2:

You are a member of the board in the congregation discussed in Scenario 1 (not the one missing meetings). You don't care for the length of the meetings (the last one was almost three hours).

Scenario 3:

You are coordinating a virtual event for your group. You've just finished an event that had much higher enrollment than you expected. You're debriefing with the zoom host, who was also the chat host, but wasn't able to keep track of all the questions in the chat.

Scenario 4:

You're the board vice president and part of your role is the congregation's strategic plan. A congregation member has recently retired and is bringing a lot of expertise into the planning process, but you're concerned she's crowding other people out of decision-making / participation in the committee because a couple members have asked: "do you really need my help? I haven't been given anything to do."

Scenario 5:

You're the congregation member discussed in scenario 4. You're not sure why the VP doesn't have an agenda or action items that people are working on, and you're getting a little tired of running the meetings.

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Scenario 6:

You're the social justice chair and are concerned that your co-chair might be overcommitted. They are also serving on the music and worship committees and have been a little grouchy lately.

Scenario 7:

You are the worship chair of a lay-led congregation. You've been getting complaints from members who are distracted by seeing children on the grounds during worship. (You decide - are you speaking to the member complaining or the teachers)

Scenario 8:

You're the immediate past social justice chair. Your replacement has brought new energy and partners to the congregation, but she's very direct and has offended several people who find her brusque.

Scenario 10:

Workshop your own scenario!