TEN-MINUTE TEAM DISCUSSION

Feedback Without the Awkwardness

Use it when: Feedback rarely happens, or it feels tense when it does.

The situation: People notice things that could be better, but they keep quiet to avoid an awkward moment. Small problems grow into big ones.

LEADER OPENS WITH

Work: "I'd like us to get better at telling each other what's working and what isn't, before things build up."

Team or club: "Good teams tell each other the truth. Let's practice doing it in a way that helps."

Run it

1. **2 min** Ask: "What makes feedback easy or hard to hear from a teammate?"
2. **5 min** In pairs, each person shares one specific thing their partner did this week that helped the team. Use "When you... it helped because..."
3. **3 min** Agree on how you'll give each other feedback: ask first, keep it private, within a day.

We agreed

Check-in owner: _____ **Date:** _____