

GIVING FEEDBACK

By definition, feedback is a reaction or a response to a given activity. Learning to give effective feedback is potentially one of the most powerful skills in training people. It has been said, "Experience is the best teacher." I would suggest that, "evaluated experience is the best teacher."

As an EDGE Campus Trainer, you have two different scenarios for offering your feedback. One is when you were there, and the other is when you were not! In either case, you can be a valuable source in your observations.

Whether your EDGEr is leading an investigative discussion group, hosting five people for dinner, or speaking at a large group meeting, four questions can be asked to open the door for learning and affirmation.

- 1. What did you want to do?** (What did you envision happening? What were you hoping to accomplish? What did you want your audience to walk away with? What did you want them to retain one year from now? How did you hope they would change?)

- 2. What went well?** (How did you accomplish what you set out to do? What excited or energized you in the process? What would you do again? What pleased you most this evening?)

- 3. What would you have done differently?** (How would you have changed things? If you could do it again, what would you change? What disappointed you? Where did you miss your target in what you wanted to do?)

- 4. May I make some observations?** (Can I tell you what I hear? Can I tell you what you did well? Can I give you some feedback? May I make a few suggestions?)

It is very critical for the one receiving your feedback to hear love, affirmation of their person, hope, and your availability to continue to walk alongside them as they learn and grow. Any time you spend with your EDGEr is an opportunity for listening, observation, and feedback.

Paul Stanley has said one of the greatest needs for people in their 20's is feedback. What a privilege to be reinforcing what God is doing in this next generation of laborers!