

There are two exercises to supplement Module IV “An Assessment tool of Learners' skills and competences in LSE”

Exercise No 1

Providing Feedback

*(Adapted from Jessing, C. T., Linkaitytė, G. M., Lagūnaitė, A., Lukšytė D. (2007). **Counselling in Adult Education. Module 2 – Booklet Professional Behaviour.** Timisoara: Editura MIRTON, p.47)*

The aim of exercise - to provide feedback on the learners learning and progress.

Duration of the exercise: (~ 1 a. h)

Instruction:

Phase 1

You have to work in pairs. First you should decide how to ask your colleague to give you constructive feed-back on your functioning as seminar participant. You should also concentrate on the partner and give her/him useful and constructive feed-back. After that you will have a possibility to share your experience with your colleagues in the entire group.

Phase 2

You will receive a sheet of A4 paper, a pencil and a binder clip. You should fold the paper into half, in half again and in half a third time so that the paper has eight lengthwise strips in which to write comments.

You and your colleagues are asked to form groups up to eight persons. Each group member is asked to write her/his name in the bottom of the paper then pass this sheet to the person on her/his left in clockwise direction.

You are asked to write a comment (positive feedback) about the person whose name is on the foot of the sheet. It could be a personal quality that has been demonstrated in the seminar: friendliness, openness etc. the comments should be restricted to one or two sentences. No more then two minutes will be allowed for each comment to be written.

The strip containing the comment will then be folded over and kept anonymous and in place by the binder clip.

If you wish to sign the comment you are allowed to do this.

When each group member has written a positive statement about the person whose sheet s/he has the sheets are passed in a clockwise direction, so that everyone has a different colleague's named sheet for positive comment. The activity continues till the sheets have gone full circle and participants have their own named sheet in front of them. To read the comments privately or publicly is left to your personal choice. The activity is not to be commented by the group or trainer.

Exercise No 2

Different Feedback "styles"

The aim of the exercise – to experience different feedback "styles" and get a feeling for the effects that they have upon the receiver.

Duration of the exercise: (~ 1 a. h)

Instruction

Phase 1

There will be formed groups of 3 persons. Each member of the group will get the role (speaker, observer and listener) and short instruction how to act during the group work.

Phase 2

The speaker of the group has to talk about 5 min on the given topic. The listener should react to the speaker according the prescribed feedback (silent and motionless, negative, positive but general, specific). The Observer makes notes for him/her self about the behavior and reaction of both speaker and listener.

Phase 3

After five minutes every group member is asked to reflect on the group work according to suggested questions:

- *How did you feel while speaking/listening?*
- *What did you think/feel as a result of the feedback you received/given?*
- *How did the feedback you received affect your performance?*
- *If this was the type of feedback that you received every day, how do you think it would impact you?*

At the end the observers are asked to share their findings.

Phase 4

Lecturer summaries different types of feedback and draws attention on the appropriate ways to give and receive feedback.