

On Sunday, before sending us off, Delia led us through a process called “Peer Feedback Circles” (described below).



Delia Clark

Peer Feedback Circle

This highly structured conversation allows exchange without the usual impediment of preparing a rebuttal. It involves a circle of exactly three people, who take turns acting as “presenter”, with the other two acting as “peers”. It works best if all participants have had warning ahead of time to consider a gnarly professional problem, dilemma or opportunity they are facing. It helps to have a facilitator minding the timing and ringing a bell at each switch, so participants can focus fully on the conversation and not be distracted by watching the clock.

Directions

(3 mins)

Presenter shares their obstacle or problem and a focusing question she/he may need help with.
Peers are silent.

(2 mins)

Clarifying questions from peers, with answers from presenter.

(5 mins)

Peers talk about the problem and try to help with the presenter’s question. The presenter remains silent and takes notes if desired.

(2 min)

Presenter reflects on what she/he heard and what helped, peers are silent.

Switch and repeat process until all three participants have presented.