

RULES FOR PLAYING THE FEEDBACK GAME

By playing *The Feedback Game*, you will find out how well you know yourself and the other players. How do you view others? What image do others have of you? Perhaps they see strengths in you that you didn't even know you had.

The Feedback Game consists of 140 cards: 70 of them portray human strengths and 70 portray human weaknesses. Four blank cards are also enclosed so that you can add extra strengths or weaknesses if you wish. In these rules you will find four methods of play. Games 1, 2 and 3 can be applied in groups and teams. Game 4 is for personal coaching or for playing individually.

If you wish to work with a limited set of cards, then choose the cards numbered 1 - 40. This applies to both the strengths and weaknesses. The words within these sets, offer a good coverage of the full spectrum and, as far as the choice of words is concerned, they are easy to understand. You may of course also choose to make a selection according to your own liking.

METHOD 1: FEEDBACK ON STRENGTHS

Purposes

1. Becoming more aware of your own strengths.
2. Giving and receiving feedback; comparing your self-image with the image that others hold of you.

Prior conditions

1. The participants need to know each other.
2. Number of participants: 2 – 6.
3. Requirements: the cards containing strengths.
4. Estimated playing time: 45 – 60 minutes.

Procedure

1. Deal five cards to each player. Place the rest of the cards in a pile, face down.
2. Each player, in turn, picks the top card from the pile. From your six cards, select the one strength that is most uncharacteristic of yourself. Pass this card to another player who you think could demonstrate this strength, explaining the reason for your choice. This card is placed, face up, in front of the chosen player. Discard the card if it does not reflect any of the players. The next player then takes a turn, and this process continues until the pile of cards is fully depleted.

3. All the players now have five cards in their hand which they feel are best suited to them. Place these in front of you, face up, alongside the cards passed to you by other players, depicting how they see you.
4. Compare and discuss the similarities and differences between how you see yourself and how others see you. Which given card did you enjoy most?
5. Based on the strengths you chose yourself, the strengths you were given and the remaining strengths in the set of the game, make a list of 8 strengths that are the most characteristic of you.

Note

In this method of play, it is important to make sure that the number of cards each player receives, is roughly the same.

METHOD 2: ESTIMATING SOMEONE ELSE'S STRENGTHS

Purposes

1. To become more aware of one's own strengths.
2. To find out how well you can estimate someone else's strengths.

Prior conditions

1. The participants need to know each other.
2. Number of participants: 3 – 12.
3. Requirements: the cards containing strengths.
4. Estimated playing time: 30 – 60 minutes.

Procedure

1. Spread all the cards face up on the table.
2. Write down the eight strengths that are most characteristic of you. Do not show the other players. When each player has made their list, everyone should leave the room. Players then re-enter the room, one at a time, to pick out the cards they selected. They should place these cards face down in a single pile, and again leave the room. Alternatively, players could be asked to turn their back on the table, while each player makes his or her selection. When each player has had a chance to pick their cards, everyone can re-enter the room to resume the game. Note that if more than one player has written a specific strength down, a previous player may have already added this strength to the pile.

3. Discard any cards that have not been selected. Shuffle the pile of selected cards and place it face down.
4. Each player, in turn, selects the top card from the pile and shows it to the players. All the players guess who has listed this strength and give reasons for their choice. Ten points are awarded for each correct guess. The next player then takes a turn, and this process continues until the pile of cards is empty.
5. The player with the highest score is the most competent at estimating how others see themselves.

Note

A shortened version of this method can be played using only the cards 1-40 in the strengths set. In that case you only select 6 strengths.

METHOD 3: STRENGTHS AND WEAKNESSES OF AN ORGANIZATION

Purpose

To discuss the way players perceive the organization they work for and share their experiences about that.

Prior conditions

1. The players work for the same organization.
2. Number of participants: 3 – 12.
3. Requirements: all of the cards strengths and weaknesses. Discard all of the cards with descriptions that do not apply to an organization.
4. Estimated playing time: 30 – 60 minutes.

Procedure

1. Put all the strengths and weaknesses cards face up on the table, separated from each other.
2. Choose one or two strengths and one or two weaknesses that describe the organization you work for. If you work for a large organization, just focus on the department you work for.
3. In turn, explain your choice, using the following questions to guide you:

- a. In what areas do you see the strength(s) and weakness(es) of your organization? What is the effect of this on you?
 - b. Is there a connection between the strength(s) and the weakness(es)? If so, what connection?
 - c. What strength does each weakness conceal? (See the Explanatory Notes at the end)
4. What conclusions can you draw?

Notes

1. This method acts as an icebreaker by enabling players to talk about their organisation. If there is discontent about the organization, this method will bring that out in the open. For this reason you may want to think about how you are going to handle the result of this method before playing!
2. You can also use this method to discuss how things work out in a team, in which case you should replace 'organization' by 'team'.

METHOD 4: MY OWN STRENGTHS AND WEAKNESSES

Purposes

1. Forming a clear picture of one's own strengths and weaknesses.
2. Getting a clear insight into the connection between strengths and weaknesses.

Prior conditions

1. It is advisable to play this method with an interlocutor or coach.
2. Number of participants: 1 (+ coach).
3. Requirements: all of the cards strengths and weaknesses.
4. Estimated playing time: 30 – 45 minutes.

Procedure

1. Spread all of the strength cards face up on the table. Select 8 strengths that you're absolutely certain you have, and place these horizontally in front of you. The easiest way to choose the cards is as follows: first, make a quick selection by discarding those strengths that you definitely do not have. Second, discard those strengths that you're uncertain you may have. Continue doing so until 8 cards remain.
2. Select 8 personal weaknesses that currently bother you the most, using the same procedure as in step 1. Place these horizontally below the row with the strengths.

3. Discuss the result on the following basis:
 - a. Illustrate for each strength when and how you apply it.
 - b. Illustrate for each weakness in what kind of situation it bothers you most.
 - c. If there is a connection between one or more specific strengths and weaknesses, place these alongside each other.
 - d. Write down the results or take a picture of it, so that you can have another look at it later on, or discuss it with others.

Note

Sometimes people find it difficult to select 8 cards from 70, because they then have to process too much information at one time. An alternative is to place 5 cards at a time on the table and for each iteration ask the player to select only one card that best suits. This will give you an initial selection of 14 cards, from which the player should then choose just 8.

EXPLANATORY NOTES

- Choose which version (1, 2, 3 or 4) of *The Feedback Game* to play, depending on how well the players know and trust each other.
- The words and pictures on the cards depicting strengths convey positiveness. Each card carries a picture of the rainbow. The different colours of the rainbow symbolise the spectrum of different human qualities.
- The words on the cards depicting weaknesses convey negativity. The colours of the rainbow are once again used, but in this case the angular shapes illustrate how a weakness can distort or hide a positive quality. For example, being '*determined*' (a strength) may become '*obstructive*' (a weakness), and '*playful*' (a strength) may become '*undisciplined*' (a weakness). This is an important point to remember.

FURTHER INFORMATION

To get the most from *The Feedback Game* and your training session, refer to *The Feedback Games Manual*. This binder contains 20 different ways of playing the game, for example teambuilding, giving feedback, self-awareness, career planning and coaching. The manual also explains the processes that are involved in applying strengths, and contains questions and exercises at the end of each section.

OTHER CARD GAMES

The Feedback Game forms a series together with *The Leadership Game*, *The Values Game*, *The Feelings Game*, *The Quotations Game*, *Getting Acquainted* and *The Learning Game*. You can find more information at: www.kwaliteitenspel.nl/en

Distribution

The Feedback Game and *The Feedback Games Manual* are developed and published by:

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