

Unit 7.5: Builder Feedback Framework — STANDING PRACTICE

☰ Components	Activity Instructions Discussion Forum Reading Video
≡ Duration	15 min
≡ Notes	4-step framework: I notice, I wonder, Have you tried, What you did well. Mandatory for all future group work. Practice in groups of 3-4. Reflection 200+ words
☑ SOU Evidence	☑
🕒 Section	Module 2
⚙ Status	Not Started
≡ Subsection	Feedback Infrastructure

Overview

Duration: 15 minutes

Components: Video, Reading, Activity Instructions, Discussion Forum

This unit establishes the Builder Feedback Framework as mandatory infrastructure for all future group work.

Learning Objectives

- Learn the 4-step Builder Feedback Framework
- Practice giving feedback without advice-dumping

- Establish shared language for peer accountability
 - Prepare for Module 4 MVP feedback and Module 5 mentorship
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Video Content (5 min): Feedback as Infrastructure

Key messages:

- Builder identity is something we *enforce for each other*
 - Why feedback framework prevents dominance and advice-dumping
 - How this protects psychological safety
 - This becomes the default for ALL group interactions moving forward
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Reading: Builder Feedback Framework

The 4-Step Framework (Required for All Group Interactions)

1. I notice...

(observation, not judgment)

- "I notice you used 'should' three times"
- "I notice your energy shifted when you talked about that"

2. I wonder...

(curiosity, not interrogation)

- "I wonder what would happen if you tried X"
- "I wonder what you're protecting by not launching yet"

3. Have you tried...

(suggestion, not command)

- "Have you tried breaking this into smaller steps?"
- "Have you tried asking your regulation buddy first?"

4. What you did well...

(specific affirmation, not generic praise)

- "You caught your own shame language mid-sentence—that's huge"
- "You showed up even when you said you wouldn't—builder move"

Key Rule

No "hot takes." No advice dumping. Use the framework or stay silent.

What This Creates

- Shared language across all modules
 - Psychological safety in peer feedback
 - Peer accountability without dominance
 - Prevents "shoulds" and unsolicited advice
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Practice Activity: Feedback Round

Small Groups of 3-4

Instructions:

Step 1: Each person shares one current struggle or goal (2 min)

Step 2: Group gives feedback using the framework ONLY

Step 3: Person receiving feedback names what landed, what didn't

Step 4: Rotate

Time: 15 minutes total

Written Assignment: Reflection (200+ words)

Answer:

1. What was it like to give feedback using the framework?
2. What was it like to receive it?
3. How is this different from advice or criticism?
4. How will you use this in Module 4 (MVP work)?

Discussion Forum

Prompt: *"What surprised you about the Builder Feedback Framework? What was hardest? What felt most helpful?"*

Instructions:

- Share your reflection
 - Respond to 2 others
 - Practice using the framework in your responses
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Facilitator Note

This framework becomes **MANDATORY** for:

- Module 4 MVP feedback sessions
- Module 5 peer mentorship
- All future group work

No exceptions.