

Mentally Friendly

Personal Retro Workshop.

Create a safe environment for teams to share
meaningful feedback face-to-face.

About the Personal Retro Workshop

This workshop was crafted for individuals, teams and organisations to go beyond traditional 360° feedback, which is charged and creates barriers, to something constructive. It supports you to to get the feedback intended to help you grow from the people you work with most

Visit personalretro.com to give feedback on how you went.



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Personal Retro Workshop

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Mentally Friendly

Stats.

Timeframe

60–120 minutes

Group size

3-5 teammates of mixed disciplines

Facilitation level

Requires dedicated facilitator

Materials needed

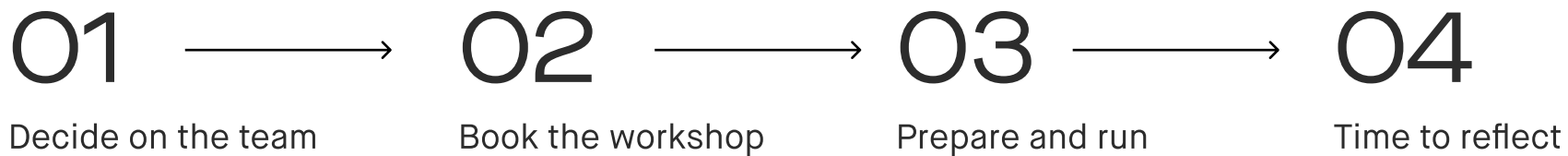
Cards, Sharpies, Wall, Timer

Part 1

Workshop set up

Part 1 : Workshop set up

Overview



Part 1 : Workshop set up

How to run workshop

01. **Introductions & ground rules**
(5 min)
02. **Bright Spots**
Card up (5 min)
Share out (3 cards at a time)
03. **Blind Spots**
Card up (5 min)
Share out (3 cards at a time)
04. **Opportunities**
Card up (5 min)
Share out (3 cards at a time)
05. **Curious About**
Card up (5 min)
Share out (3 cards at a time)

Part 1 : Workshop set up

Checklist

- ☐ Print out slides
- ☐ 5 Sharpies
- ☐ System Cards with 2 colours
- ☐ 3M Blue Sticky Tape
- ☐ Timer

Part 1 : Workshop set up

Workshop principles

- 01. Be present for your teammate – No devices
- 02. One conversation at a time
- 03. Ask clarifying questions
- 04. It's OK to pause
- 05. Treat feedback as a gift
- 06. Try to avoid feedback sandwiches and be as direct as possible
- 07. Be specific and provide examples
- 08. Always assume positive intent!

Part 2

Worksheets

Bright spots

What unique value do you bring to the team?

Individual to card up:

What I enjoy/value
right now is...

Team to card up:

What I appreciate
about _____ is...

Blind spots

What can we share that would make for a better team?

Individual to card up:

What I find
challenging right
now is...

Team to card up:

What I'd like to see
more of from ____
is...

Opportunities

Where might you invest your energy to grow?

Individual to card up:

In the future I would
like...

Team to card up:

Have you
considered...?

Curious About

Where might you invest your energy to grow?

Individual to card up:

Something I've
always wanted to
ask/know about
myself...

Team to card up:

Something about ___
that I've always
wondered...

Reflect

01. What surprised you?
02. What became clear to you after?
03. What opportunities excite you for the future?
04. How would you articulate the unique value or skill you bring to a team?