

## ***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 others view you? What image do others have of you? Perhaps others see strengths in you that you didn't even know you had.

The Feedback Game consists of 140 cards: 70 portray human qualities such as: helpful, honest, enterprising, creative, or responsible. The other 70 cards contain, what might be called 'distorted' qualities or weaknesses such as arrogant, inhibited, inflexible, hesitant. Four blank cards are also enclosed so that you can add extra strengths/weaknesses if you wish. Three versions of the game are detailed here.

### **RULES FOR GAME ONE (2-4 players)**

- 1 Deal five cards to each player. Place the rest of the cards in a pile, face down.
- 2 Decide who starts.
- 3 Pick the top card from the pile. From your six cards, select one strength which 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 depleted.
- 4 All players now have five cards in their hands 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.
- 5 Compare and discuss the similarities and differences between how you see yourself and how others see you.
- 6 On the basis of the strengths that you yourself have chosen, the strengths that were passed on to you, and the remaining cards, make a list of 8 strengths that are most typical of you.

### **RULES FOR GAME TWO (3-8 players)**

- 1 Spread all the cards face up on the table.
- 2 Write down the eight strengths and six weaknesses which are most characteristic of yourself. Do not show the other players. Write your name on the list and hand it to the trainer.
- 3 When each player has made their list, everyone should leave the room. Players 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.

- 4 Discard any cards that have not been selected. Shuffle the pile of selected cards and place it face down.
- 5 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 or weakness and give reasons for their choice. Ten points are awarded for each correct guess. This process continues until the pile of cards is depleted.
- 6 The player with the highest score is the most competent at estimating how others see themselves.

### **Shorter versions of game two**

#### **VERSION 1**

- (a) Place the cards numbered 1-35 for both strengths and weaknesses face up on the table.
- (b) Select five strengths and four weaknesses.
- (c) Continue play as described above.

#### **VERSION 2**

- (a) Place the strengths cards face up on the table.
- (b) Select eight strengths.
- (c) Continue play as described above.

### **RULES FOR GAME THREE (2-6 players)**

Use all of the cards containing strengths for this game.

1. Place the cards in a pile face down.
2. Turn over the top card and place alongside the pile.
3. All players should ask themselves: Does this strength reflect me and/or another player? If another player, what are the reasons? Players should share their answers and try to reach consensus on whom the strength most accurately reflects. The card is then placed, face up, in front of the chosen player. Discard the card if it does not reflect any of the players.
4. Continue the game until the pile of cards is depleted.
5. Cards in front of each player illustrate how other see them.

## EXPLANATORY NOTES

- Choose which version (1, 2 or 3) 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, please 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 different human qualities depicted on the cards, and contains questions and exercises at the end of each section.

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