

Golf Ball Activity

Group size: any
Materials: golf ball, instruction PowerPoint
Time: 30-40 minutes
Technology: none



Instructions

[SLIDE 1] Explain to participants that they are going to work on an activity that deals with feedback – and golf. Then ask for four (4) volunteers.

[SLIDE 2] Of the four volunteers, ask the one in the group with the ‘thickest skin’ (i.e. most insensitive to criticism) to participate during the second round and then allow the others to choose the remaining order (first, third, fourth). Tell them on their turn, they will be asked to enter the room have 3 minutes to find the golf ball. They can stop looking at any time. Then ask them to leave the room.

Once they have exited, ask for four (4) more volunteers and designate who will hide the golf ball first, second, third and fourth. Give the first person time to hide the golf ball.

While the first person is hiding the golf ball, show [SLIDE 3]. Do not read it or explain it. Once the first person had hid the golf ball, blank the screen and allow the first volunteer to enter the room.

If the volunteer finds the ball, the group should act according to the slide.

If the volunteer doesn’t find the ball, the facilitator should thank them for their time and then give them the option to stay or join the other volunteers outside the room. The golf ball is hidden for the next person.

[SLIDE 4] Repeat for second volunteer using negative feedback. This should be done by the volunteer with the ‘thickest skin’.

[SLIDE 5] Repeat for third volunteer using positive feedback.

[SLIDE 6] Repeat for fourth volunteer using specific feedback.

Ideally, the volunteer’s ability to search and find the golf ball should increase as the level of feedback becomes more positive and more specific. The participants should also find it easier to help the volunteer and feel the excitement of the volunteer’s success.

Debrief

[SLIDES 7] Bring the entire group together for a debrief session.

[SLIDE 8] Direct questions 1-5 to the volunteers. Make sure each volunteer gets adequate time to talk about their experience.

Direct question 6 to the participants.

Thank the group for their participation. This could have been a very tough exercise for some participants, especially when asked to give negative feedback.