

## PRACTICE AND FEEDBACK HANDOUT

*“We do not rise to the level of our expectations. We fall to the level of our training.”  
— Archilochus, Greek soldier and poet, c. 650 BC*

### Philosophy of Learning

As I see it, the group training sessions with me are a place to learn what and how to practice, be inspired, and find community. However, the long-lasting learning, growth, and change that I've seen happens through regular practice and as a result of effective, supportive feedback from dyad and triad partners.

### Debriefing and “Biofeedback”

In this approach, giving and receiving feedback is an essential component of learning and growth. I like to think of it as a kind of “biofeedback:” -- describing your internal experience in relation to the other's actions. Here are 3 aspects of doing this:

1. Debriefing: How was the practice/exercise for you? What happened for you during the practice?
2. Feedback on needs met:
  - a. If you are the giver of feedback, start with what you liked, what worked for you, what was helpful and connecting. Try to find at least one thing to say, however small. [Please don't offer feedback on needs not met unless the receiver asks for this (see #3)].
  - b. Give specific observations.
  - c. Share your internal experience, feelings, and needs.
3. Giving choice about feedback on needs not met: When practicing with each other in the program I strongly request that if you are the person giving feedback you start with what was helpful to you that the other did, and then wait for the receiver to ask if they want any other kind of feedback. If you are the receiver you can ask for feedback on needs not met if you want it. Try being specific about the kind of feedback you'd like on what may not have worked for the other. It could be options for what you could have said or done differently, what they would have preferred. If you are the giver of feedback, keep checking if the receiver wants to hear more.

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