

The Highest of Fives: Give and Get Connected Feedback *Elective*

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TOPIC (S)	Communication Skills, Leadership Skills
SUMMARY	This session will offer practice with five middot (values) leading towards skillful feedback we need to give and receive.
GOALS:	We will understand and practice how to connect with campers and staff with clear communication, allowing for skillful feedback that is specific, constructive, and empathetic. Our values represent methods for community-building, including feedback.
AUDIENCE:	Staff that supervises and is supervised
TIMING:	75 minutes
APPENDICES:	Periodic Table for Making Mensches
MATERIALS NEEDED:	Online materials: zoom, jamboard. For participants: pens, paper In person materials: post it gadol, markers, post it notes (enough per person)
SET-UP DETAILS:	Online: prep jamboard for each middah In person: an area where you can hang post its gadol, prepped with middah information

SESSION TIMELINE

- 00:00-00:08- Introductions and introduction to material
- 00:08-00:20- Anavah: tell me more
- 00:20-00:32- Hakarat haTov: this is good and this is good information
- 00:32-00:44- Histakranut: that's a good question
- 00:44-00:56- Areyvut: we are all interconnected
- 00:56-00:68- What's yours? Choosing a middah
- 00:68-00:75- High fives all around: a debrief and conclusion

SESSION OUTLINE:

00:00-00:08- Group introductions: name, pronouns, favorite way to give a high five (classic, cheetah, jellyfish, amoeba, etc). Introduction to values-based feedback and jamboard.

00:08-00:22- Anavah: tell me more. Introduce the middah Anavah: humility/taking up the right space. In feedback, sometimes we can say too much, or give feedback that's less relevant than if we had listened well to start with. Using the tool "TELL ME MORE" in rounds, each participant will practice using the phrase in six rounds.

TELL ME MORE: one person offers one sentence about a potential challenge with building a cohort or action plan. The other says, "tell me more." Then the person goes a little deeper. Again, the response is, "tell me more," for six rounds. Debrief: what was the experience like to hold back to those three words? What was the experience like to share without hearing an answer? What does this offer us as supervisors? As those who are supervised? When we ask others to tell us more, it can give the other a chance to find the feedback themselves. It can also allow us to learn more about the situation, without assumptions, so that what we offer is specific, constructive and empathetic.

00:22-00:32-Hakarat haTov: recognizing the good. We do not have to put a positive spin on everything, but we can recognize what is good, and what is good information. Participants will put post its up on the board of things that might need feedback at camp from liaisons. We will then practice offering specific feedback, recognizing what worked. And then how to offer gratitude for learning opportunities: a failure can be full of good information.

00:32-00:44- Histakranut: that's a good question. Participants will create questions of authentic curiosity. This avoids accusation, invites cooperation, and allows for further exploration. We will rewrite these: DID YOU HAND IN YOUR MATERIALS REQUESTS FOR THE PROGRAM? HOW DO YOU THINK YOU DID? WHO'S MESS IT THIS? We will create a group list of great questions to gather information and help problem-solve.

00:44-00:56- Areyvut: we are all interconnected.

- What's the root of the midda in Hebrew: א-ר-ב/ב-ר-ב?
- Mixture:
 - Kol Yisrael areyvim zeh b'zeh: all Israel is blended together/interconnected
- Sanhedrin p 27b; *Shavuot* p 39a

כל עבירות שבתורה מכל העולם לא? והכתיב (ויקרא כ"ו) וכשלו איש באחיו - איש בעון אחיו, מלמד שכל ישראל ערבים זה בזה!

In chevrotah, participants will explore how areyvut connects to offering and receiving feedback.

As a group, we will discuss different types of feedback necessary within the role of Liaison.

- CREATION OF ACTION PLAN WITH FELLOWS
- RESPONSIBILITY TO CAMP (AND CHECKING IN WITH DIRECTORS)
- PLANNING OF PROGRAMS
- EVALUATION/DEBRIEF OF PROGRAMS
- ASSESSING LEARNING FROM CORNERSTONE OVER THE SUMMER

Which middot will fit with each type of feedback?

00:56-00:70- What's yours? Choosing a middah.

Values-based efforts work best when they are a part of you. What is your fifth middah and how would you use it to give feedback? Facilitator will have a jamboard page/post it gadol for each participant. Using the periodic table, each participant will choose a middah. As a group, we will build a list of feedback skills for each one.

00:70-00:75- High fives all around: a debrief and conclusion. Which skill would you like to bring back to camp? Who else at camp would support your work? Give each other high fives!