RED AND GREEN FEEDBACK

A simple but effective closed feedback system to maximize input and keep moving forward.[01]

Duration	The first time, 5 minutes or more per team; after that, about 2 minutes or more per team
Physical requirements	Pen and paper for the teams to record feedback
Energy level	Low to medium
Researchers/Facilitators	1
Participants	At least two teams, or a team and some visitors
Expected output	Praise and constructive criticism for the teams; new ways forward

Well timed, these feedback rounds help you keep your participants working at a good, fast speed within a workshop setting. This method also contributes to the group dynamic and exchange as participants quickly learn what is going on in other teams.

Step–by–step guide

After a presentation or proposal, there are three steps:

1 **"Understanding" questions (optional)**
The audience can ask for any unclear points to be very briefly explained. Keep this step very short, and make sure participants do not disguise red or green feedback as a question.

2 **Green feedback**
The audience tell the team what they liked or loved about the proposal, and what should be kept or expanded ▶

METHOD

on in future iterations. The feedback recipients may only say "thank you."

3 Red feedback

The audience share their worries or doubts about the proposal. There is one important rule – you cannot give red feedback unless it is constructive. Every criticism must be combined with a clear proposal or suggestion for the team. If you have no constructive suggestion, you keep quiet. The feedback recipients may only say "thank you."

Method notes

→ Give participants an impossibly short presentation time frame. When the (say) two minutes are over, everyone claps, whether they are finished or not. This will make the presenters concentrate on the really important aspects.

→ It is hard work to reply with "thank you" only. Sometimes it is clear that the person giving feedback has not understood your point. If this happens, that is your feedback – don't be tempted to explain. It is much more important to keep getting more feedback (by letting the others talk) than to explain what you meant.

→ Red and green feedback is a closed feedback method: it does not allow discussion of the feedback. That helps to keep your timeboxes in a concise workshop, but might feel limiting to the receiving group at times. Consider planning in some time after the feedback session for more open discussions in the group or on a bilateral basis.

→ Constructive feedback can include direct suggestions for changes ("Make it bigger so that trucks fit.") or other courses of action which are helpful for the team ("I think that's illegal. Ask Xiang on the third floor," or "Meet me in the break, I can tell you a technical hack.") ◄