

# PAPER THROW

(Constructive Feedback)

## **Purpose/Benefits:**

The general purpose of this activity is to introduce the group members to the importance of constructive feedback. Group members will not be able to accomplish their goal without feedback from their peers.

## **Energy Level:**

Moderate – Only one person moves at a time. Others are encouraged to speak loudly and voice their comments.

## **Settings/Materials Needed:**

An empty box/bin and approximately 30 pieces of wadded paper.  
Have everyone facing the front of the room.

## **Method:**

Ask for one volunteer. When that person comes forward, position the volunteer in a standing position and place the empty cardboard box somewhere behind him or her, but not directly behind. Place the 30 pieces of wadded paper within reach of the volunteer.

Explain to the group their job is to give clues to the volunteer to help him or her throw the wads into the cardboard box without him or her turning around.

Give clues to the volunteer such as, *"A little further to the left."*

About halfway through the activity, remind the volunteer of some of the clues given. Ask which ones were actually helpful and why that was true. Keep the activity going until the volunteer has successfully thrown three wads into the cardboard box. Ask the group to describe what is true about feedback based on what occurred in the exercise.

**Variation:** If you have fewer than seven people, ask them all to stand in a square and do the activity for each person, one at a time.

**Debrief:** Feedback is expected and welcomed. One person could not reach a goal in a timely manner without hearing others perspectives and suggestions. When a goal is accomplished, everyone can enjoy the success.