

DISSEMINATION ACTIVITIES FOR “EXPLORE YOUR LIMITS”

WORKSHOP ON “COMMUNICATION SKILLS: HOW TO GIVE A CONSTRUCTIVE CRITISM SANDWICH/HAMBURGER”

Overall, this training was very eye-opening experience for me and felt really grateful for learning and immersing ourselves in new approaches to teaching, working with youngsters, building connection among humans, communication skills, sports as therapeutic tools....and many more.

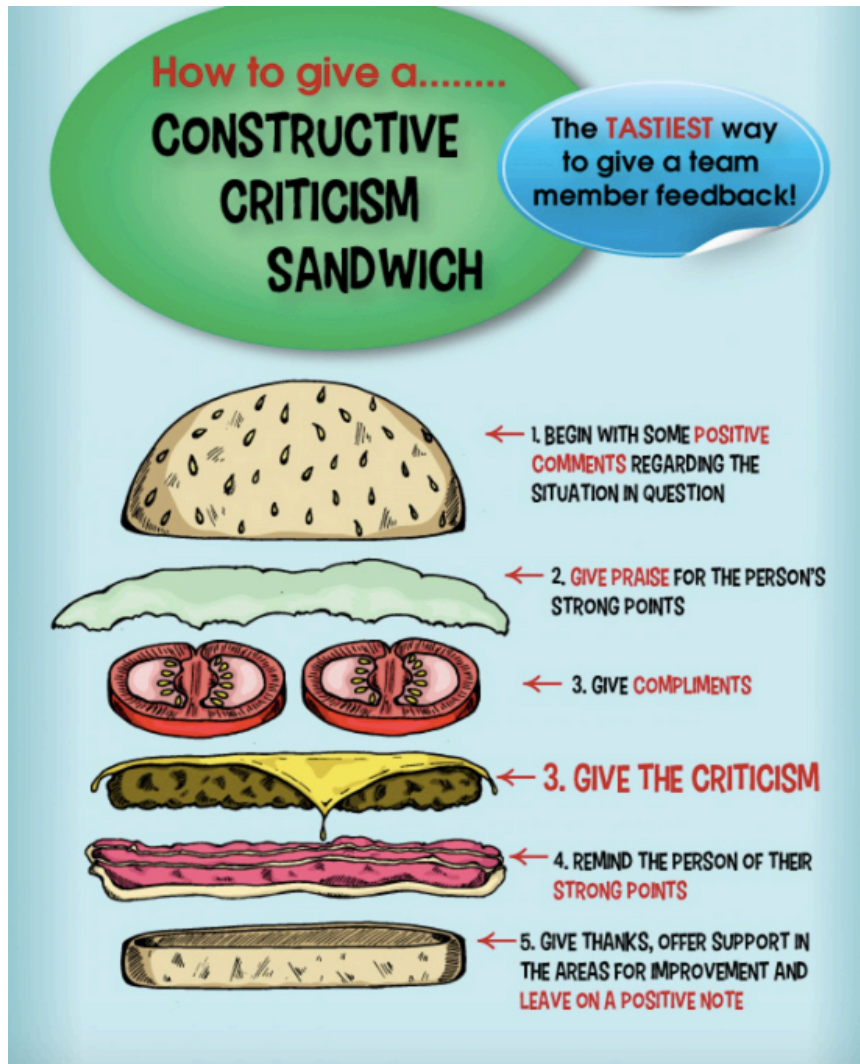
It's interesting what things stick with you in life. Back when I was in the training in Martinique, I remember the facilitators got onto the subject of constructive criticism and decided to explain and work with activities about this method used for offering “critical” advice to people. This really got my attention and thought that it is a very valuable and positive addition to any youth worker or basically anyone dealing with offering feedback 😊

Thus, I have planned a workshop that I am facilitating to take people to their next level as leaders, since feedback becomes a vital part of our role. This way, the group of leaders will meet, learn and share how to do this constructively without offending others and maintaining a good emotional environment since it is of critical importance.

The workshop is divided in 4 parts:

1. Introduction by the facilitator on the topic by explaining the main characteristics of the method and why it is so crucial and important.

Explanation example to be used: When offering a critique, you begin with a constructive compliment on something the person does well (Otherwise known as the fluffy bun part). You then get to the meat of the matter, which of course is the constructive criticism part. Finally, you end with another constructive compliment (i.e. the other half of the fluffy bun). Basically, you're sandwiching the constructive criticism between two constructive compliments.



2. **Provide examples and analyse them altogether** so it is an active, participatory and interactive session:

Example: “Hey Maria, thank you sending the task. I noticed your statement and communication skills are brilliant. Could you please review the timing schedules in more detail? There are few items you missed before the deadline and some tasks were not delivered fully on time. Overall you did a great job submitting some of the tasks under such a hectic week of project. Thanks for making the effort.”

3. Let's Role-play!! In the third part of the workshop, participants will have the chance to experiment and practice the hamburger method first hand. Thus, they will be asked to represent a situation from their lives when they felt that feedback was not delivered constructively. After, they think and put in practice in a small “theatre” scenario better ways of approaching criticism in a more positive, empathetic and communicative way.

4. Closing: For the last part, participants will be offered a “safe space” to share their experiences and learnings from the session, or any other concern that they may have related to the topic. They will also be given a task: to pass and spread the “hamburger criticism” sandwich to as many colleagues as they can

In my experience and since I came back from the training course in Martinique ,I have been using this method with my students and youngsters and I am SO IMPRESSED with the results! Overall, it's been an extremely effective technique, largely due to its disarming effective. It helps people let down their guard, and receive the criticism without being as defensive. Thus, I really hope that the impact of this workshop is very positive and that the participants learnt something new and leave the room with one more learning to make human connection better, stronger and more resilient. ;)