PREMIUM Peer Feedback Form:   
"Watering Flowers"

The art of giving and receiving feedback can be a difficult one to muster. You may find it triggering or confrontational, but giving and receiving feedback is an essential element for development and growth. Therefore, in PREMIUM, we encourage the use of positive and supportive language to foster a constructive environment, based on a growth mindset, where our students can practice giving and receiving feedback.  
We do so via the "Watering Flowers" principle, which is a metaphor used to emphasize nurturing and growing one's strengths and potential. It is about providing the right kind of support and feedback to help someone grow. Instead of focusing on mistakes or weaknesses, it emphasizes recognizing and encouraging positive traits and behaviors.

Applying this principle as a tool for feedback has certain benefits:

* By focusing on strengths and potential, this approach helps build self-esteem and confidence. People are more likely to take risks and try new things when they feel supported and encouraged.
* It fosters a mindset of continuous improvement and growth. People are more motivated to develop their skills and abilities when they receive positive reinforcement.
* Encouraging and supporting each other strengthens relationships and creates a positive environment where everyone feels valued and respected.
* When people feel good about their abilities and are motivated to improve, their overall performance improves. This leads to better outcomes in both personal and professional contexts.

Remember that feedback is about specific actions or behaviors, not your character. Feedback is provided with positive intentions aimed at helping you improve.

**Instructions:**

* Fill out a form for every member of your PREMIUM team.
* Focus on highlighting strengths and areas for growth in a constructive manner. Think of your feedback as providing the "water" that helps your peers' "flowers" grow.
* Your feedback will not be shared back with your peers, but will be used to foster a positive and supportive learning environment.
* **1st Peer Feedback:** Send the filled out Peer Feedback forms to both your Coach and Project Mentor, at least **48 hours prior to the Team Dynamics Session** with the Coach. The Coach will discuss the generally provided feedback during the session.
* **2nd Peer Feedback:** Send the filled out Peer Feedback forms to both your Coach and Project Mentor (Deadline: **Monday 19.05.25, 09:00 hrs**.)  
  The Project Mentor and/or Coach will use the feedback to generally reflect on the overall outcome of your team’s process and project.

# **Filled out by …..***(insert your name)* **for ……***(insert your team member’s name)*

# **Nurturing Strengths**

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|  | **🌼 Flourishing** | **🌸 Thriving** | **🌱 Growing** | **🌾 Needs More Watering** |
| How did this team member’s contributions help the team achieve its goals? | Exceeded expectations with outstanding contributions | Consistently met expectations with solid contributions. | Made valuable contributions with room for further development. | Struggled to meet expectations, needs more support. |
| Share a specific example of how this team member’s contributions supported the team’s success. |  | | | |
| How effectively did this team member apply their expertise and knowledge to the project? | Demonstrated exceptional knowledge and application. | Applied knowledge effectively in most cases. | Applied knowledge with some guidance needed. | Needs more support in applying knowledge. |
| Highlight an instance where their knowledge made a significant impact. |  | | | |

# **Supporting Team Dynamics**

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|  | **🌼 Flourishing** | **🌸 Thriving** | | **🌱 Growing** | | | **🌾 Needs More Watering** |
| How did this team member contribute to a positive and collaborative team environment? | Exemplified outstanding collaboration and communication. | Communicated and collaborated effectively most of the time. | | Showed good collaboration, with room for improvement. | | | Needs more support in team interactions. |
| Provide an example of effective communication and teamwork. |  | | | | | | |
| How reliable and accountable was this team member in fulfilling their responsibilities? | Highly reliable and always accountable. | | Generally reliable with minor areas for improvement. | | Reliable with occasional lapses. | Needs more support to meet responsibilities. | |
| Provide an example of their reliability and accountability. |  | | | | | | |
| How proactive was this team member in taking initiative and solving problems? | Frequently took initiative and solved problems creatively. | | Often took initiative with effective problem-solving.. | | Showed initiative occasionally, needs more encouragement. | Needs more support to take initiative. | |
| Provide an example of their proactive behavior and problem-solving. |  | | | | | | |

# **Blooming Together**

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| How would you describe the overall performance of this team member?  *Focus on the positive aspects and potential for growth.* |  |
| Identify areas where this team member can further "bloom" and suggest how they can nurture these aspects.  *Frame feedback as opportunities for growth, not deficiencies.* |  |
| Share something you admire about this team member. Highlight their biggest potential and what you see as their most admirable quality.  *Be sincere and specific in your compliment to encourage and motivate your team member.* |  |
| How has working with this team member helped you grow and develop?  *Reflect on positive influences and mutual growth.* |  |
| What can the team as a whole do to "water" each other's growth more effectively?  *Focus on collaborative efforts and shared improvement.* |  |