PREMIUM Final Peer Feedback: “Reflections for the Future”

At the end of your PREMIUM journey, we invite you to write one final, personal message to each of your team members. This is more than just a nice gesture to conclude your time together, but you should see it as an important part of your own learning process as a future professional.

Throughout your career, you will work in many teams. Being able to recognize others’ contributions and also point out where they can grow is essential to building effective, trusting relationships. By taking the time to reflect on each teammate’s contribution and formulate your message thoughtfully, you practice an essential professional skill: giving feedback that is clear, kind, and constructive. Learning to express both appreciation and honest observations in a respectful way is a cornerstone of effective teamwork and leadership.

This exercise also offers you the chance to look at your own growth more closely. By thinking about what you valued in others and what you learned from them, you gain insight into the dynamics that make teams successful, and you develop confidence in having meaningful conversations about performance and development.

For your team members, receiving this feedback is equally valuable. It gives them an outside perspective on how their presence and behaviour affected the team, and it may highlight aspects of themselves they were not yet aware of. It also shows them that their efforts and qualities were seen and appreciated, while offering them a suggestion or insight they can take forward into future teams. Finally, it lets them know what they taught or inspired in you, reinforcing the idea that teamwork is a shared learning experience.

By taking this exercise seriously, you contribute not only to the growth of your peers but also to your own development as someone who can build strong, trusting and effective teams.

**Instructions:**

* Fill out the form below for every member of your PREMIUM team (or write it in an email, or any other creative format you want to use).
* Send each team member their form before the deadline of **Thursday 21.05.2026.**
* Be honest yet kind. Focus on specific behaviours, not personality.
* The goal is to reflect on what your teammate did well, where they can grow, what you learned from them, and to leave them with a warm wish for the future.
* This form is peer-to-peer only, and will remain private between you and your team members.
* You may also choose to share it with your Coach and/or Mentor, but this requires consent from both the giver and the receiver of the final peer feedback.

# Final Peer Feedback form:

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| Filled out by: | For team member: |
| **🌸 What I appreciated about you**  Write one or two sentences about what you admired or valued in this person’s contribution and presence in the team.   *(What have you admired about this person during this project, which of their qualities will stay with you, how did they make the team or collaboration better?)* |  |
| **🌱 Where you can grow even more**  Write one suggestion or reflection about something they could pay more attention to or develop further in future teams. Phrase it constructively.  *(Did you notice a quality your team member can develop further to reach their full potential? What could they do to collaborate even better, what habits might hold them back? What would help them succeed at the next level?)* |  |
| **🌼 A wish for your future**  Write a short, positive thought, something encouraging or inspiring you would wish for your peer.  *(What do you hope your team member keeps doing because it is inspiring? Which of their strengths do you hope the world gets to see more of? What kind of role would really suit them? What do you wish for them in their next steps?)* |  |
| **🌍 What I learned from you**  Share one thing you learned from this person that you will take with you into your own future teamwork or professional life. |  |
| **✨ Closing Thought**  As a final note, please share in one sentence how would you describe your team member to someone who hasn’t met them yet? |  |