PREMIUM Midterm Peer Feedback &   
Self-Reflection: "Watering Flowers"

The art of giving and receiving feedback can be a difficult one to master. You may find it triggering or confrontational, but feedback is essential for development and growth.

In PREMIUM, we encourage the use of both positive and constructive language to foster a learning environment built on trust and openness. Our aim is not to avoid what’s difficult, but to express it with care. We use the **"Watering Flowers"** principle: a metaphor for nurturing someone’s strengths and supporting their potential.

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 also fosters a mindset of continuous improvement and growth. People are more motivated to develop their skills and abilities when they receive positive reinforcement. Lastly, encouraging and supporting each other strengthens relationships and creates a positive environment where everyone feels valued and respected.

But watering also means noticing which parts need more attention, structure, or challenge to grow well. Feedback is not just praise, it includes honest observations that help others move forward, though provided with good intentions.

When offering feedback:

* Focus on specific behaviours, not personality;
* Be sincere, not flattering;
* Do not avoid areas that could improve, but phrase them constructively as opportunities for growth;
* Giving constructive feedback is not unkind; it is an investment in someone’s development.

This form is your chance to help your teammates, and yourself, understand where they are already blooming, and where more “watering” might help.

**Instructions:**

* Fill out a form for every member of your PREMIUM team.
* Fill out one self-assessment form on your own performance.
* 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.
* This feedback will not be shared back with your peers, but will be used to foster a positive and supportive learning environment.
* Send all 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, patterns they notice based on your feedback, or luring conflicts, during the Team Dynamics session in a safe environment.

# **Midterm Peer Feedback form: 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** |
| 1. 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 an example of how this team member’s contributions supported the team’s success.* |  | | | |
| 2. 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** |
| 3. 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. |
| *Share an example of effective communication and teamwork.* |  | | | | | | |
| 4. 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. | |
| *Share an example of their reliability and accountability.* |  | | | | | | |
| 5. 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. | |
| *Share an example of their proactive behavior and problem-solving.* |  | | | | | | |

# **Blooming Together**

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| 6. Identify areas where this team member can further develop and suggest how they can nurture these aspects. |  |
| 7. Share something you admire about this team member. Highlight their potential and what you see as an admirable quality. |  |
| 8. How has working with this team member helped you grow and develop? What could you learn from this team member? |  |
| 9. What can the team as a whole do to nurture each other's growth more effectively? |  |

# **Self-Assessment Form Filled out by …..***(insert your name)*

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| --- | --- |
| 1. How would you describe your overall individual performance in PREMIUM and within this team?  *(Consider your contributions, collaboration, and engagement.)* |  |
| 2. What is something your team members could learn from you?  *(Reflect on your biggest potential and how this helps the team. Knowing your strength has nothing to do with arrogance!)* |  |
| 3. What is an important lesson you have learned about yourself or about teamwork during this project that you want to remember for future collaborations?   *(Think of a moment that challenged or surprised you. What did it teach you about how you work with others—and how will you carry that insight forward?)* |  |
| 4. What impact do you think your presence has on the team dynamic?  *(Consider how your energy, behavior, or way of working influences the group. This is not about judging yourself but about becoming aware of your role and how you shape collaboration.)* |  |