

I Like, I Wish, I Wonder

WHAT: A method that is almost too simple to write down, but too useful not to mention; the format can be used for groups as small as two and as large as you wish. The simple structure helps encourage constructive feedback. Meet as a group and any person can express a “Like,” a “Wish,” or a “Wonder” succinctly as a headline.

WHY: This method yields thoughtful feedback framed in a constructive and positive way, avoiding a negative focus.

HOW: For example you might say one of the following: “**I like** how we broke our team into pairs to work;” “**I wish** we would have met to discuss our plan before the user testing;” and, “**I wonder** what would happen if we got new team members up to speed with a hack-a-thon?”

WHEN: For when you need to solicit feedback and ideas.

VIRTUAL APPLICATION: *Can be done in a synchronous or asynchronous environment. Participants are invited to think or reflect and then share back using their voice or the chat box.*

