



## 3A's

**Directions:** Pick 3 different people in the group to do the following:

**Appreciation:** Ask one person to tell you something that you did (or are doing) well or another strength

**Assessment:** Ask one person to honestly evaluate your progress right now

**Advice:** Ask one Person to give you direct advice. For example: "If I were you I would\_\_\_\_\_"

***\*Keep in mind:***

- *When asking:* Be careful who you choose – Don't pick someone who you think may upset you.
- *When answering:* Be open and honest but also be respectful and avoid insults

When complete and everyone has a turn discuss/process;

**How did it feel to receive? -**

- Appreciation
- Assessment
- Advice

**How did it feel to give? -**

- Appreciation
- Assessment
- Advice

**What is one constructive thing that you can you walk away from this exercise with?**