

KidEx Do-It-Yourself National Challenge 2020

Activity description and self-learning manual

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Activity 20: Record video of child giving feedback using SBI framework

Socio-emotional

Giving feedback

S = Situation

B = Behaviour

I = Impact



3 to 4
years

1 positive feedback

5 to 11
years

3 positive feedback
1 improvement feedback

12-17
years

5 positive feedback
3 improvement feedback

Ask the child to give feedback to anyone (including self) using SBI framework
Record a video doing the activity & submit as per guidelines in the manual

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Image source: Family

Activity: Record video of child giving feedback using SBI framework | Socio-Emotional | 5 years

Skill development milestone

The child begins separation from family as they experience less proximity to caregivers and more independence. He/she settles independently & comfortably for sleep. Though they still may want to please caregivers & family.

The child enters a broader peer context and develops enduring friendship. He/she begins taking turns and negotiating. Social comparison heightens this stage onwards. His/her awareness of gender difference has increased. The child wants to please his/her peers.

The child's definition of fairness is relative to child's own interest. He/she has no conflict of conscience. The child starts taking other people's perspectives.

Activity description

The child should demonstrate the right way of giving feedback using one of the standard frameworks (S-B-I). The same can be used to give either a positive feedback or a development feedback.

The child should either give feedback directed to any individual (family member, friends, and relatives) or can do a role-play of someone else giving a feedback to the child.

While giving feedback, the child is required to describe the situation he/she is referring to, call out the behavior of the other person in that particular situation & clearly, articulates how that impacted the child (or the person giving the feedback).

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E.g. "During yesterday morning's team meeting, when you shared your match strategy, you were uncertain about two of the possible game situation and you discouraged the team members from asking questions. The team including myself felt low regarding our preparedness for the game & chances to win. I'm worried that this has affected the team's confidence & motivation."

The child is required to practice giving practice for 3 positive experiences and 1 improvement/development experiences.

Let the child indulge in this activity. When you feel that the child is ready to submit his/her entry, record a video of the child. You may record different videos for every feedback.

The video should be submitted as an entry as per submission guidelines.

You may share the video with family (1st circle), relatives & close friends (2nd circle) or acquaintances (3rd circle) as desired by you. Or post the videos on social media (public), if you wish, with the hash tag #KidExDIYChallenge or #KidExDIYNationalChallenge.

Submission guidelines

1. Keep the total video size less than 20 MB
 - a. Higher resolution camera creates large size video files
 - b. Android users can install & use Camera MX player to record smaller size video files
 - i. Camera MX player can be downloaded from [here](#)
 - c. Iphone users should change resolution setting by going to Settings -> Camera & selecting lowest resolution from "Record Video" option
2. You can upload the video file at <https://www.kid-ex.com/diy-nc>
3. Kindly ensure you have registered for the event for us to assess the submission. If not registered, please visit <https://www.kid-ex.com/diy-reg> to register. New registrations allowed till 30th May.

Self-learning manual

Common mistake and things to keep in mind in this activity are:

1. Most people are not comfortable expressing themselves during both positive & negative experiences
2. When they try to express themselves, they are ambiguous or subjective making it not most useful for the person receiving the message

Key coaching tip to excel in this exercise is that let the child practice.

The Situation – Behavior – Impact feedback tool helps to deliver more effective feedback. It focuses comments on specific situations and behaviors, and then outlines the impact that these behaviors have on others.

When one structures feedback in this way, people will understand precisely what one is commenting on and why. And when one outlines the impact of their behavior on others, one is giving them the chance to reflect on their actions and think about what they need to change.

The tool helps one to avoid making assumptions that could upset the other person and damage one's relationship with him or her.

Let's look at each part of the SBI feedback tool and discuss how to use it to structure feedback.

1. Situation

When you're giving feedback, first define the where and when of the situation you're referring to. This puts the feedback into context and gives the other person a specific setting as a reference.

For example:

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"During yesterday morning's team meeting, when you shared your match strategy ..."

2. Behavior

Your next step is to describe the specific behaviors that you want to address. This is the most challenging part of the process, because you must communicate only the behaviors that you observed directly.

You must not make assumptions or subjective judgments about those behaviors. These could be wrong, and this will undermine your feedback.

For example, if you observed that a colleague made mistakes in a presentation, you should not assume that he hadn't prepared thoroughly. You should simply comment that he made mistakes – and, ideally, note what the mistakes were.

Don't rely on hearsay, as this may contain others' subjective judgments. Again, this could undermine your feedback and jeopardize your relationship.

The examples below include a description of the specific behaviors you might want to address:

"During yesterday morning's team meeting, when you shared your match strategy, you were uncertain about two of the possible game situation and you discouraged the team members from asking questions.... "

3. Impact

The last step is to use "I" statements to describe how the other person's action has affected you or others.

For example:

"During yesterday morning's team meeting, when you shared your match strategy, you were uncertain about two of the possible game situation and you discouraged the team members from asking questions. The team including myself felt low regarding our preparedness for the game & chances to win. I'm worried that this has affected the team's confidence & motivation."

Once you've delivered your feedback, encourage the other person to think about the situation and to understand the impact of his/her behavior. Allow him/her time to absorb what you've said as well, and then go over specific actions that will help him/her to improve.

Key benefits of this exercise are:

1. Reduces stress & frustration
2. Creates positivity & delight
3. Enables better emotional expression & avoid outbursts
4. Improves inter-personal relations & skills
5. Limits feedback to a particular situation & behavior and not to individual

Entry evaluation guidelines

The maximum point for this activity is 20. Every entry would be rated as either:

1. Master (M): 100% score
 - a. The child shared 3 feedback correctly as per guidelines including at least 1 improvement feedback
2. Intermediate (I): 80% score
 - a. The child shared 2 feedback correctly as per guidelines including at least 1 improvement feedback
3. Beginner (B): 50% score

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- a. The child shared 1 feedback correctly as per guidelines
4. Not applicable (NA): 0% score
 - a. All other submission cases
 - b. No submission.

For any queries, you may Whatsapp us at +91-7303755886 or email us at info@kid-ex.com.

About KidEx

KidEx is a company founded by Kapish Saraf & Amritanshu Kumar (IIT Kharagpur & IIM Calcutta alumni). KidEx aims to create a platform to enable holistic & comprehensive development of every child by partnering with their parents in a logistically convenient manner for the parents. KidEx offers multiple extra-curricular activity classes for kids in physical & digital form (basis screen time guidelines) to enable child's holistic development.

Live Classes

Cognitive Development	Physical Development	Language & Communication	Creativity & Imagination
✓ Chess	✓ Yoga	✓ English	✓ Guitar
✓ Science (Class 8 to 10)	✓ Bolly-fitness	✓ Mandarin	✓ Film-Making
✓ Chemistry (Class 11 & 12)		✓ French	✓ Fine Arts (Sketching / Painting)
		✓ German	
		✓ Spanish	

Note: Upcoming classes include Academics, Robotics, Coding, Dramatics, multiple Dance & Music, Social Etiquette etc.

Should you be interested in undertaking any of the classes or knowing more about our offerings, kindly reach out to us at +91-7303755886 (call / WhatsApp) or email us at info@kid-ex.com

KidEx will offer all learning solutions to parents under one umbrella. KidEx would soon launch a suite of digital products aimed at making child-raising easier & more fun for parents.

About KidEx Do-It-Yourself National Challenge

The event is an effort to spread awareness regarding **need for all rounded development of the child**. This is also, designed keeping in mind the current external scenarios where lockdown/no lockdown, social distancing practices would continue & schools/colleges might be shut for a few months which would require parents to find non-screen time learning opportunities for the child while demanding lesser time for parents allowing them some breathing space for themselves.

The event is open to all Indian citizens in India or abroad across age groups of 3 to 17 years. Basis the submitted entries, for every age, a leader board would be created & declared.

You may share your entries (video/images) with family (1st circle), relatives & close friends (2nd circle) or acquaintances (3rd circle) as desired by you. Or post the videos on social media (public), if you wish, with the hash tag **#KidExDIYChallenge** or **#KidExDIYNationalChallenge**.

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Prizes & certificates

We will conduct two versions of the event for all interested parents. Parents can decide whether they want their child to participate in the paid version or the free version of the event. Entry charge for paid version of the event is INR 500 for every child.

Paid version participants would be eligible for:

1. Prizes for winners across all age category
 - a. Number of winners linked to number of paid version participants
 - b. 50% of registration fees to be distributed as prize to winners
2. Winner & participation certificates
3. Assessment score for every submitted entry & leader board position summary

Free version participants would be eligible for:

1. Assessment score for every submitted entry

Even participants interested in paid version would be required to pay the amount after 7th May allowing them opportunity to participate first & then, decide.

Important notes:

1. Re-submission: KidEx will provide weekly status on Tuesday / Wednesday for all entries made till Sunday midnight of previous week. KidEx DIY aims to inculcate culture of self-learning & 1% improvement every day in each & every child. If you wish to re-submit the entry for any activity to give the kid an opportunity to better her/his performance and aim for M, we would be supportive and do not mind the additional effort on our part to re-do the assessments. Feel free to re-submit the entry.

2. Conversion to paid version: Should you wish to convert to paid participation (Rs 500/- only), or make payment for your paid participation, simply visit <https://rzp.io/l/KidExDIY> and make the payment by providing your registered email address, mobile number & child name. KidEx team will ensure that your payment is duly recorded & reflected in your participation.

3. Respecting your choice: If you have been registered with KidEx for more than 7 calendar days as unpaid participant and have not submitted even 1 entry, we will respect your choice and will not share challenges with you going forward. Should you wish to re-start receiving challenges, simple make submission for any one challenge or convert to paid participation.

4. Unsubscribe option: Should you wish not to receive DIY events email from KidEx, simple send an email with subject "Unsubscribe" from your registered email address to info@kid-ex.com.