**Exercise for Constructive Criticism**

Conduct a short exercise in a small circle or small groups, about 3-5 people.

Everyone prepares briefly on their own to answer the three questions. Then everyone reports in turn.

1. What was my most serious professional "mistake" in the last year(s)??
2. What did I learn from the "mistake"?
3. What has changed as a result of the "mistake"?
4. Is there anything I am grateful for that the "mistake" happened?

Follow-up roundtable:

Were there commonalities?

What kind of handling of mistakes by individuals would be meaningful and appropriate for a community that wants to develop further?

What would we like to do concretely?