IP BEST PRACTICES

Constructive Gossiping

A best practice shared by Henno Janmaat.

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Constructive Gossiping

A format that unlocks the potential of gossiping, giving each team member structured airtime to be talked about — and to respond.

Key steps

For almost all people around the globe, talking about people is easier than talking with people, which is very unfortunate, since loads of feedback get lost this way.

Constructive gossiping is a format that unlocks the potential of gossiping, without the uncomfortable feeling you get when you find out people talk about you.

Have a team sit in a circle, one after the other they turn their chair around for five minutes, in which the team talks about that person, after which the person turns around and can ask questions for five minutes.

CONTACT

InspiringPeople

ADDRESS

Maliebaan 45

3581 CD Utrecht

The Netherlands

PHONE

+31 84 00 38 999

EMAIL

contact@inspiringpeople.com



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