

Feedback Exercise

1. I'd like to talk to you about.....
Expressed neutrally – a case, a relationship, a specific piece of work
2. What I've noticed about.....
Some appreciation of effort, previous success, progress. Actual observations – what has been seen, heard, read.....
3. In this instance this is what I've observed
Areas of concern expressed again as observations, not judgements
4. What is your view?
Listening, noticing how the supervisee starts to reach for a conclusion, supervisor to maintain non-judgemental approach. Arguing to be avoided, clarification accepted if reasonable
5. This is what I'd like to see happen
Expressed in positive terms, what you'd like to see, not what you'd like not to see. Seek understanding and agreement.