

FEEDBACK

Three elements of giving feedback:

1. **Appreciation.** The other person has been out there, trying out his or her skills, and that in itself is worthy of our appreciation. In the feedback, always start mentioning what in the guidance was supportive for your practice, what you found helpful, good, pleasant. "Your attitude was very friendly and inviting, and you created a lot of space in your supervision".

2. **Challenges.** What might have been hard for you to experience in the other's guidance? In your feedback, stay as closely to your own experience as possible, owning the feedback (I-message). Describe the effect the guidance had on you. Be specific and give concrete examples. "It was challenging for me to see that you did not address the difficult situation your supervisee had. I noticed that most of your interventions were on the level of support, and it did not seem to help the supervisee with more insights."

3. **Suggestions for more clarity and learning e.g.**
 - "For me it would have been helpful if during the bodyscan your tone of voice had been more diverse, and if you had used a wider range of words. This would have helped me to stay curious and awake."
 - "I wonder if using different intervention styles (name which ones!) would have given more learning opportunities for your supervisee."
 - "I wonder if you could have challenged your supervisee about the situation and helped him explore this pattern he seems to have".