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**How To Give Feedback – for fellow students**

When students do coaching practice “live” they benefit greatly from receiving feedback.

This is a delicate situation because both the practice (such as “Fishbowl Coaching”) takes place in front of the whole class and the feedback process takes place there as well. Acknowledge that the practice we do in class is the hardest coaching they will ever do helps. They have no time to have a “Foundation Session” first, no time to build the relationship, they are just jumping into instant coaching!

The Feedback Process has three parts:

1. Observe and note
2. Provide Feedback
3. Process the feedback (Your instructor will handle this.)

OBSERVE AND NOTE

* Position yourself so you can see & hear the coach easily (even better than your view of the client).
* Keep paper notes in your own informal way.
* Focus on the coach, not the client. Really be a “keen observer”

PROVIDE FEEDBACK

* Be Positive – Always use positive psychology and provide the positive feedback first. Identify what the student did effectively. Be very specific. Praise like you mean it!
* Focus on the coaching. Don’t get distracted by trying to “solve” the client’s problems.
* Share Observations not interpretations!
* Share your observations on how the coach balanced using both questions and active listening skills. New coaches often ask far too many questions.
* Attempt to identify the specific coaching skills you observed in use.
* Remember Coaching Presence - Give feedback on the degree to which the coach provided the Facilitative Conditions of Coaching. Soften this at times by acknowledging how hard it is to relax and be yourself when under the spotlight.
* Hold back on “I might have done it this way…” suggestions.
* Don’t be afraid to explore how the coach can improve. An effective way to approach this is by asking the coach questions about how they thought they could have done better. Ask them about times where they felt stuck, etc. Help them walk away with some concrete things to work on. (Your instructor will take the lead on this.)
* End on a positive note.