



## Sharing feedback

At the end of each training day please reflect on how it went – both the content and the process.

Forging a respectful and honest relationship with your co-trainer is important if this discussion is to be worthwhile. Please use a structured process for sharing feedback when co-delivering (focusing on one trainer at a time) to ensure that you support each other honestly, positively and constructively as you evaluate the day. Here are suggested steps:

- 1 *Offer one positive comment – being both specific and generous in your praise*
- 2 *Ask your co-trainer for their view, encouraging them to focus more on what they themselves did well than on what went well in the training itself*
- 3 *Explore with your co-trainer what they think did not go so well, principally in their own training skills rather than in the training generally, and why*
- 4 *Offer your feedback on your co-trainer's skills, again starting with the positive before adding any observations about what you think did not go so well*
- 5 *Decide together on any changes your co-trainer can put in place for the next course, ending on a positive note*