

Facilitator Feedback Guide

To guide facilitator 1:1 feedback sessions with supervisor

- ❖ **Ask the facilitator to list specific things he or she did well and give examples.**
 - Acknowledge facilitator's list and provide affirmation
 - Use open-ended and purposeful follow-up questions
 - Using specific examples, commend what was done well

- ❖ **Ask what he or she could do differently in the future.**
 - Use open-ended and purposeful follow-up questions to uncover and link the opportunities
 - Ask for ideas on how to improve the opportunities and offer your suggestions, as needed, but also offer grace and don't dwell on negative
 - Continue to affirm for ideas offered, celebrating awareness and redirecting, if necessary

- ❖ **Ask the facilitator for session takeaways and ensure they align with topics discussed.**
 - Suggest ideas and work into a clear action plan and discuss how he or she will hold themselves accountable