

Suggested Open Questions for Self-Reflection and Peer Feedback

Directions: After a coaching session, use these questions in your professional learning community as a guide for offering self-reflection and peer feedback.

SELF-REFLECTION

Suggested Open Questions for Self-Reflection

- “What do I think went well?”
- “Did it go as planned? If not, what are my thoughts about that?”
- “How do I think the client felt? Why do I say that?”
- “What did I learn from this session?”
- “If I were doing this again, what would I do the same? What would I do differently?”
- “What difference might this make?”

PEER FEEDBACK

The main thing is to use open questions and give the coach the opportunity to think and reflect (not unlike coaching!). Here are some tips:

- Offer feedback as soon as possible after the event.
- Think about the coaches’ desired target for this session. Restrict your feedback to the chosen target.
- Create a safe environment by noticing and highlighting positives. Tell what went well.
- Be specific, and if the coach asks you directly, offer one suggestion for a way to improve.

Suggested Open Questions for Feedback

- “What do you think went well?”
- “To what extent do you feel you met your target goal?”
- “What do you think you might want to do differently?”
- “What, if anything, do you want to improve further?”
- “What are some ideas you have for how to achieve this?”