

HANDOUT 15.4

Self-Reflection and Peer Feedback Form

Directions: In your professional learning community, you can use the template below as a guide for self-reflection or peer feedback before, during, or after your sessions.

Coach: _____ Observer: _____

Today's Date: _____ Session Date: _____

Coach's Target Goal: _____

BEFORE SESSION

Identify the coach's targeted goal for this session. Ask specifically what kind of feedback the coach is requesting. The coach might ask you to look for broader components such as partnership, empathy, cultivating change talk, and softening sustain talk (refer to Table 15.1). Or the coach might want you to count specific behaviors (refer to Table 15.2 for definitions of specific behaviors). Record only what is requested by the coach.

DURING SESSION

Your first goal is to focus on what the coach has chosen for observation. If the coach wants you to look at specific skills (see list below), you could use hash marks to count those as the session progresses. If you have a transcript of a recorded session available, you can jot notes on your copy of the transcript. Here are some options for specific skills to count.

- The number of questions _____
- The number of reflections _____
- The number of closed _____ versus open _____ questions.
- The number of simple _____ versus complex _____ reflections.
- The number of affirmations and other MI-consistent responses. _____
- The number of MI-inconsistent responses. _____

(Refer to Table 15.2 for MI-consistent and MI-inconsistent responses.)

AFTER SESSION

Coach Self-Reflection (some suggestions for open questions to consider)

- What went well? _____

(continued)

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Self-Reflection and Peer Feedback Form *(page 2 of 2)*

- Did it go as planned? _____

- If not, what are my thoughts? _____

- How do I think the client felt? _____

- What examples might support my thoughts? _____

- What did I learn from this session? _____

- What would I do more of next time? _____

- What would I do less of or differently next time? _____

- Why? _____

- What might be a target goal to focus on next? _____

Tips for Observer Feedback

Use open questions and allow the coach time to think and reflect (much like coaching!). Here are some suggestions.

- Offer feedback as soon as possible after the event.
- Focus on the coach's desired target for this session and restrict feedback to that target unless the coach asks for more.
- Create safety and trust in the relationship by noticing and affirming what went well.
- Be specific, and if the coach asks you directly, offer **one** suggestion for improving.

Suggested Open Questions for Feedback

- What went well? _____

- To what extent do you feel you met your target goal? _____

- What might you want to do differently? _____

- What, if anything, do you want to improve further? _____
