

## Practice and Feedback in Triads

Developing your skills as a coach requires practice and feedback. The perfect way to do this is to work together in triads, with 1 person as coach, 1 person as coachee, 1 person as observer.

Allow 1½ - 2 hours in total for each person to have a turn in each role.

### Coachee

Pick a real topic that fits a GROW dialogue and that you can explore in 20 – 30 minutes.

### Coach

Express yourself through the use of your questions and listening.

Treat the whole situation as a real life coaching session.

Consider this a safe place to try out what you know and what you want to learn.

### Observer

You are giving feedback to the coach, particularly on things that it's hard to know about for yourself, e.g. how you come across, your attitude, your body language, facial expression etc. It's fine to take notes.

After each person's turn as Coach, the following structure can be helpful:

1. the Coach to feedback first on how s/he thought it went with specifics
2. the Observer to give specific feedback to the Coach
3. the Coachee to say what it felt like being coached by that person
4. all 3 to discuss how effective it was for the Coachee

Because each person in the triad is developing as a Coach, it's important to reinforce their strengths and qualities, and give feedback and suggestions on what could be done differently. For example:

*You came across well when you.....*

*I particularly liked.....*

*It would have been good if you had.....*

*The impact you had was.....*

*An area to practise more would be.....*

*It really seemed to help when you.....*

*If you were to repeat this session, what would you do differently?*

Feedback is essential for your development because it informs, influences and increases the quality of your coaching.

