

## Tool 25: Practice observation

Direct observation of practice allows someone to ‘show me’ rather than ‘tell me’ what they do.

This tool supports practice observation and discussion of this in supervision. It is based on the ASYE observation tools developed by Skills for Care.

*The tool can be used to carry out a practice observation and then reflect on it in supervision.*

**Name of worker** .....

**Name of observer** .....

**Date and setting** .....

**Date for feedback (in supervision)** .....

### Pre-observation discussion

Why have we chosen this observation?

Any practical considerations for the observation

### Post-observation reflection by worker

What happened?

How did it feel?

What did it mean?

What have you learned?

### Post-observation reflection by observer

What happened?

How did it feel?

What did it mean?

What have you learned?

### Post-observation discussion in supervision

Feedback on what happened

Feedback on how it felt

Feedback on what it meant

Feedback on learning

What are the strengths to build on?

What are the areas of improvement?

**Action plan**

What will I do?	What support/information will I need?	How will I measure progress and success?	When?