

Tool 23: Bridging interview

This exercise helps you to prepare feedback and to rehearse giving the feedback.

In groups of three:

- > Each person on their own, without discussion thinks of a real, preferably current situation in which you need to give critical feedback to someone in supervision about their performance or practice
- > Imagine you have planned to address this issue at the opening of the next supervision session. Now write down an opening statement in which you explain your concerns by giving specific feedback. Take a maximum of 10 minutes to do this
- > Having prepared the statements, each person in the group takes turns to very briefly explain the context in which the statement is being given, and then reads their statement out. Please read this slowly and repeat it if necessary
- > The other members of the group listen to the statement and then comment on:
 - What was good about it in terms of its specificity, ownership, clarity, and message to the member of staff
 - Whether any bits were unclear, or ambiguous
 - Any ways in which the statement might be improved.

Each statement and the commentary on it should take no more than about 10 minutes to read and discuss.