

Appendix 8

Role plays for feedback (Session 3)

Role play 1

You're giving feedback to a Cub Leader about a Pack meeting you've just observed. The meeting had a chaotic beginning, with many Cubs running around. Once the Leader called the Cubs to Pack Circle they responded quickly and were generally responsive throughout the meeting. The Programme was engaging and the children clearly enjoyed it.

The Cubs weren't always sure what they were doing and transitions were a bit chaotic. There were plenty of adults there, but the Cub Leader was the only one who seemed to know what was going on and the other adults were unsure what they were supposed to be doing.

In your feedback focus on the negative. Don't give time for the Cub Leader to respond and cut them off if they try to. Be quite confrontational in body language and tone of voice. Make some general / personal comments e.g. "you always..." or "I've heard that you're a bit of a control freak"

Role play 2

You're giving feedback to an Assistant Scout Leader after a T1 Hillwalking Permit Assessment.

During the hill walk the group started off very quickly but after an hour of walking, one member of the group got blisters and also got very tired and slowed down considerably. The members of the group at the front did not slow down and the Leader kept calling back for the slower Scout to keep up. She was teaching the Scouts some navigation (correctly) but was lacking confidence and kept referring back to the Hillwalking Handbook for guidance and reassurance.

In your feedback, begin and end with positive comments. Be positive and friendly throughout. Refer to the behaviour/skills that need work rather than being personal. Give next steps for further development and allow the learner to explain or respond to your feedback. Look at them and show you are listening as they respond.