



WORKING IN TRIADS

Experience has shown that people learn how to accompany others in their life and faith by doing it. The work in Triads during the course will give you an opportunity to practice the skills and gifts of listening, and to receive feedback from peers on the course and from the course team – which may help you to refine your skills and maybe try out new ones.

RESPECT AND CONFIDENTIALITY

It is very important to keep confidential all that is shared. This means not passing on to others what was shared, but also not approaching the members of your group later to continue the discussion – keep the boundary of **that time and place**.

The speaker will be bringing real experience. Honour that, listen attentively, and treat what is shared with respect (this also applies when giving feedback).

TIME-KEEPING

Time keeping is the responsibility of the **LISTENER**. In the triads the timing may occasionally feel tight. 15 minutes is not long to share and listen, but it is enough time to do some listening and notice what is happening for the listener.

AS THE SPEAKER

Remember this is a course! Stay within your comfort zone when sharing. You have a responsibility to share only at a level appropriate to you. Respect your own boundaries.

The speaker in the triads can do no wrong. Do not feel pressured into making this a good experience for the listener – but do try to bring something they can accompany.

FEEDBACK AND OBSERVATION

GIVING FEEDBACK

- Be gentle and honest.
- SAY WHAT YOU SAW!! – offer concrete examples
- Select just two or three things that are important, time is limited, as is our capacity to take in constructive feedback!
- Keep focussed on the *listener* and not the speaker - Give your comments to the *listener*
- It is not always helpful to say what you would have done differently unless the person asks what they could have done instead.

RECEIVING FEEDBACK

- It can be difficult having others comment on your practice. Remember, this is a learning environment – try to receive feedback openly and as an opportunity to grow.
- Let the observer finish speaking – try not to interrupt or explain
- Weigh up what you have heard - you decide whether or not the feedback is justified.
- Ask for clarification if you are not sure what is being said