

DEVELOPMENTAL FEEDBACK PREPARATION

- 1. What did you actually observe?**
- 2. When did you see that happen?**
- 3. What was the meaning to you or others? What are the likely consequences of this behavior?**
- 4. What is required in the future? (What is point B?)**
- 5. What is your request?**
- 6. Which coaching questions will be useful to ask?**

**Used with Permission*

Wilson, Judith, 2010. Jossey-Bass, San Francisco, CA.

Coaching skills for nonprofit managers and leaders: developing people to achieve your mission