****

**Mentor Feedback**

Please refer to the Trainer Competencies

Name… Mentor Name

Date 20/21st April.

|  |
| --- |
| 1. Key Strengths
 |
| * Passion and enthusiasm for HENRY.
* Good summary of reviews from Day 1 at the start of day 2
* Used participant names throughout.
* Built rapport quickly with the group.
* Created a lovely warm atmosphere in partnership with co-trainer.
* Room set up very well, all resources prepared, laid out so that they were easily accessible in the training, even vacuuming the carpet!
* Built relationships with the group, networked at breaks building relationships
* Managed expert demo well clearly demonstrating the difference that the HENRY approach can make
* Used HENRY inclusive language “Who will volunteer?” and “Who will go first?”
* Very good at use of silence, not afraid to wait using ‘What else’ to draw out further answers from participants.
* You shared some stories from your experience of delivering programmes to families e.g., collective rewards, guidance and praise– this demonstrated your passion for the programmes and gave credibility to the training
* You supported the co-trainer, helping to put up flipcharts
* Accurately followed the questions during feedback after demos.
* Used rewards meaningfully.
* You are skilled at demonstrating empathy, you particularly showed this with a participant who had a personal issue, which resulted in her having to take calls and briefly leave the training.
* Look for more opportunities to extend this empathic approach that you have to include strengths and paraphrasing ESP with individuals when you are acknowledging.
* Reflective practice – you thought carefully about changes to make to improve your practice for next time.
 |
| 2. Key Areas for Development |
| * Familiarity with the content – become more familiar with the content so that you don’t have to read it. When you read the manual your body language stiffens and you lose eye contact with the participants. Until you are more familiar with the content and you still need to refer to the manual frequently use phrases that you are comfortable with, use language that is more natural to you, whilst ensuring that you are still using the HENRY inclusive language.
* Increase awareness of the points to weave in to ensure that the points are included ask questions to draw out these points or mention them if appropriate without directly reading them word for word.
* Develop your use of open questions sometimes you had a tendency to use closed questions e.g. ‘Have you tried other options?’ instead of ‘What other options have you tried?
* Make sure that your instructions for activities are clear, follow the directions carefully – fully understand what you want the participants to do. Check they know what they are doing before they start.
* Acknowledge participants with empathy, strengths and paraphrasing – you used this well in your demo now extend this further and use throughout the sessions
* Join in with the activity break that you are leading, demonstrating the activity, joining in as you give the instructions.
* Be aware of timing so that you and your co-trainer keep to time. Keeping a running total of the time on your manual can help keep check of where you are and highlight where discussion needs to be curtailed.
* Check all of the flipcharts before starting the training just to make sure that they are all completed.
* Show both attention attractors at the beginning before asking the participants to choose.
* Be aware of your pace – sometimes you speak a little too quickly which resulted in participants asking for things to be repeated.
* Work at extending and deepening discussions to enhance participants learning.
* Use EAR when participants are challenging e.g., Eatwell Guide in day 2.
* Follow the training manual when your co trainer is leading a section so that you can add pick up if something is missed. Don’t be afraid to add to the discussion too if you feel that there is the need for a deeper discussion and time allows
 |
| Additional notes |
| , you have clearly worked on many of the areas that were highlighted in your first mentored training. Continue to work on the development areas above as you develop your skills as a practitioner trainer. I am looking forward to having you on the Practitioner training team in HENRY. I value your experience of working with parents and think that this will enhance your credibility when training practitioners |