

How to ask for Feedback

(Leader Template)

A component of growing in Leadership is being vulnerable with your group and continually seeking to improve. With this in mind, we encourage all Emmaus Small Group Leaders to humbly ask their groups for personal feedback. We have created a template below that you may find helpful.

Some components to think about when asking for feedback:

- Intently Listen – *(focus on taking input and not responding to explain)*
- Ask follow up questions if appropriate – *(to help understand responses better)*
- Write down responses
- Share with us so we can offer support if needed

At the beginning of the meeting:

- Express to your group your desire to personally improve and any ideas they may have to make your group time more fruitful.
- Explain that you will have time at the end of the session to gather their improvement suggestions. *(This will give the members time to think of suggestions during the meeting)*
- Relay your genuine desire to hear their ideas and suggestions.
- Areas of improvement could be centered around, the content we learn, how the meeting time is structured or how I can personally improve

The last 10 minutes of your meeting:

As we end our meeting, I'd like to take time now to hear your constructive ideas on ways we can improve our group time. This can be anything that you feel would be good to discuss or improve upon. If there are things you feel should be discussed with me personally you can let me know afterward or feel free to send me an email. I can throw out a couple of topics to get us started: *(you could list these one by one and see if they have any suggestions and then move on to the next item)*

Select from the list items that make sense for your group:

- How do we feel about the food?
- Better communication from me?
- How do we feel about rotating homes?
- Are there distractions that detract from our time together?
- Do we have enough social time?
- How does the group feel about trying different prayer techniques?
- Would you like to do more activities outside of our normal meetings or in place of some of our meetings?
- Do you feel we are spending the appropriate amount of time together praying?
- Do you feel we have enough time to discuss and reflect on the content/videos?

As you know it is the hope that these Emmaus small Groups divide and multiply. This means that current members may choose to leave their groups to develop their own. This is a good and desirable attribute. With that said, there would be no hard feelings if any of you feel called to start your own group or join another. Is anyone interested in...

- Becoming an assistant leader?
- Being a Leader next year?
- Joining another group?
- How do you feel about staying in this group next year?

It's ok if you still want time to think and pray about your involvement next year. If you would like to switch groups, I encourage you to send Mike or Julie and email with your request and let me know as well.

If you think of anything later and feel more comfortable sending me an email, please do so.