

# Leader Observation Form

One visit per term. Watch the conditions, not the performance.

*Sit in the room once a term. You are not grading a performance. You are watching for the conditions: whether people can say true things here, and what happens when they do.*

Tell the leader you are coming and why. Observing without warning teaches the leader that they are being watched, which is the opposite of what you want them to teach the group.

## THE ROOM

More than two people speak substantially

|   |   |   |   |   |
|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 |
|---|---|---|---|---|

Silence is allowed to sit

|   |   |   |   |   |
|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 |
|---|---|---|---|---|

Someone says something that costs them

|   |   |   |   |   |
|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 |
|---|---|---|---|---|

Disagreement happens and survives

|   |   |   |   |   |
|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 |
|---|---|---|---|---|

## THE LEADER

Listens before responding

|   |   |   |   |   |
|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 |
|---|---|---|---|---|

Resists fixing

|   |   |   |   |   |
|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 |
|---|---|---|---|---|

Handles surprise without anxiety

|   |   |   |   |   |
|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 |
|---|---|---|---|---|

Is honest about their own life

|   |   |   |   |   |
|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 |
|---|---|---|---|---|

## WHAT YOU ACTUALLY SAW

**Who did not speak — and did the leader notice?**

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**One thing to affirm, specifically.**

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**One thing to work on — and how you will help.**

*If you cannot say how you will help, it is not feedback. It is a complaint.*

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