**R2C2 Feedback Following MCR**

**Rapport Building**

How have things have been going?

# Confirm what you’re hearing; empathize; show respect; validate

**Reactions**

1. What were your initial reactions to the MCR?
2. Anything particularly striking on the report?
3. Did anything in the report surprise you? Tell me more about that...
4. How does this feedback compare with how you thought you were doing?
5. How do you think your self‐evaluations compare?

Some phrases to help with **difficult reactions**:

# Some of what we look at may disappoint you.

# I shall work through this with you

* You are not the first trainee to say that.

**Content (areas to focus on)**

1. Was there anything that struck you as something to focus on?
2. Was there anything in the report that didn’t make sense to you?
3. Do you recognize a pattern?

# It can be helpful to reflect back what the trainee said between Content/Coach.

**Coach**

If there was just one thing that you would target for immediate action, what would it be?

1. What might be your goal?
2. What action would you have to take?
3. Who/what might help you with this change?
4. What might get in the way?
5. What resource might you need?
6. How will you know if you have achieved your goal?
7. What metrics might you use?

# Now they can capture their reflections on ISCP

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