ENGLAND BOXING
Supervisors (CPD Resource 2020)

Situation 1 R&J Poor Performance

The Context – At a national championship an R&J is making poor decisions and is not performing at the right level. Its midday on the 3rd day of competition. As the Supervisor is falls to you to make a decision, what are you going to do?

Be mindful –
Is this your decision to make?
Do you consult another person for their views before the final decision?
If you remove the R&J from the competition what would be an appropriate time?
How will you balance the importance of the event and also protect the credibility of the R&J in question?
What does clear feedback look like? How will you deliver this feedback?
What is the R&J agrees and say's I have a personal issues away from boxing which having an impact on my performance? What will you do?
If you were the R&J in question how would you like to receive feedback?
What is the R&J disagrees and wants to take the matter further?
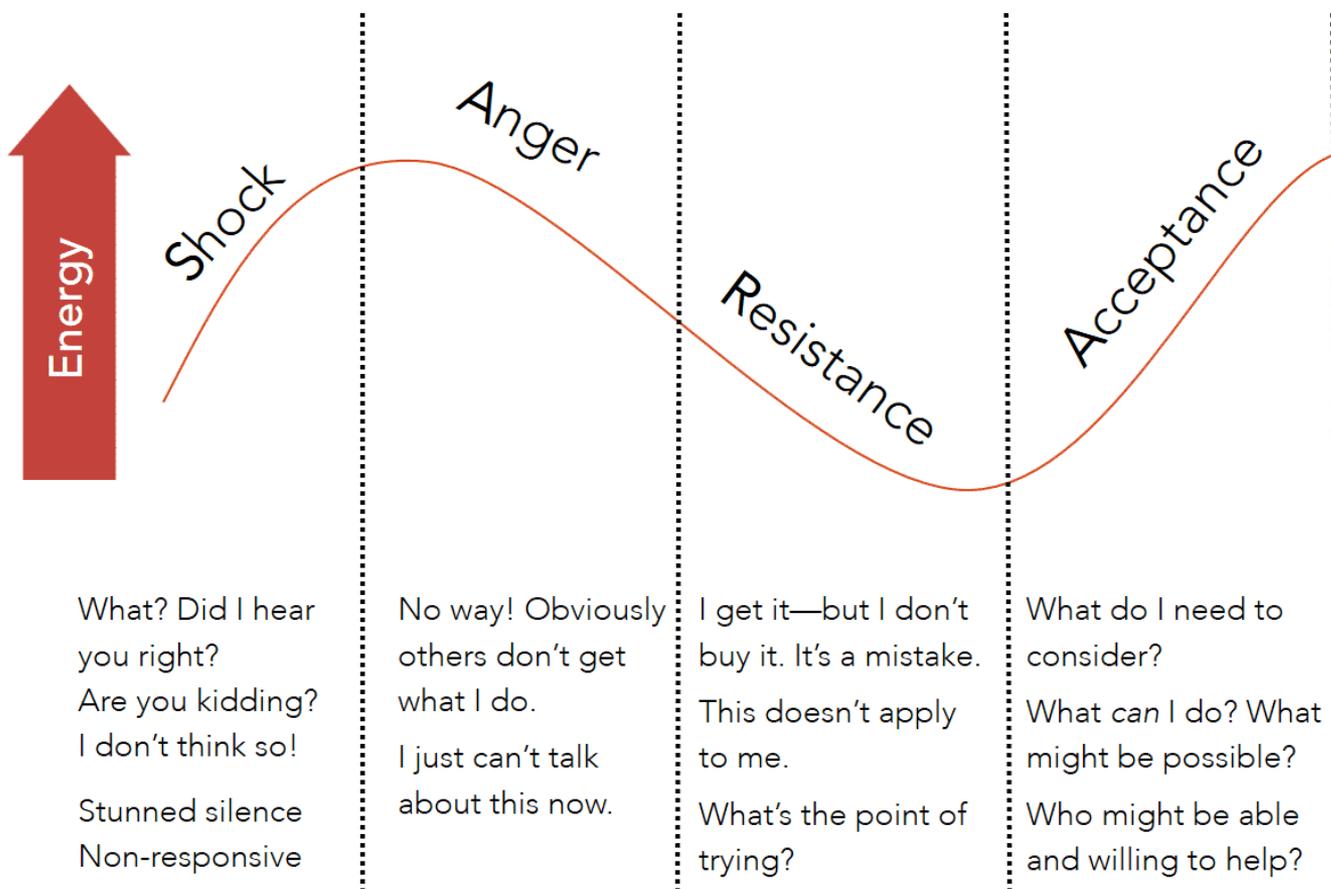How will you manage yourself doing this situation?

Reflection –
After reading the 'context' what was your initial view. Once you had time to look at the 'Be mindful' section did this change or effect your decision making and or judgement. What have you learnt about yourself?

**Useful Thinking
Tools & Resources
for Supervisors**

Reactions to Feedback: SARA Model

Energy

Shock

What? Did I hear you right? Are you kidding? I don't think so!

Stunned silence Non-responsive

Anger

No way! Obviously others don't get what I do.

I just can't talk about this now.

Resistance

I get it—but I don't buy it. It's a mistake.

This doesn't apply to me.

What's the point of trying?

Acceptance

What do I need to consider?

What *can* I do? What might be possible?

Who might be able and willing to help?

Giving Feedback - CORBS

CLEAR – BE CLEAR ABOUT THE FEEDBACK YOU ARE GIVING.

OWNED – THE FEEDBACK YOU GIVE IS YOUR OWN PERCEPTION AND NOT AN ULTIMATE TRUTH.

REGULAR – IF FEEDBACK IS GIVEN REGULARLY IT IS MORE LIKELY TO BE USEFUL.

BALANCED – IT IS GOOD TO BALANCE NEGATIVE AND POSITIVE FEEDBACK.

SPECIFIC – GENERALIZED FEEDBACK IS HARD TO LEARN FROM. BE SPECIFIC

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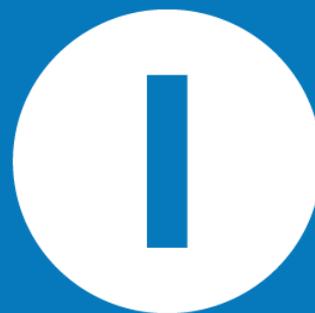
Feedback

S Situation — Anchor time and place
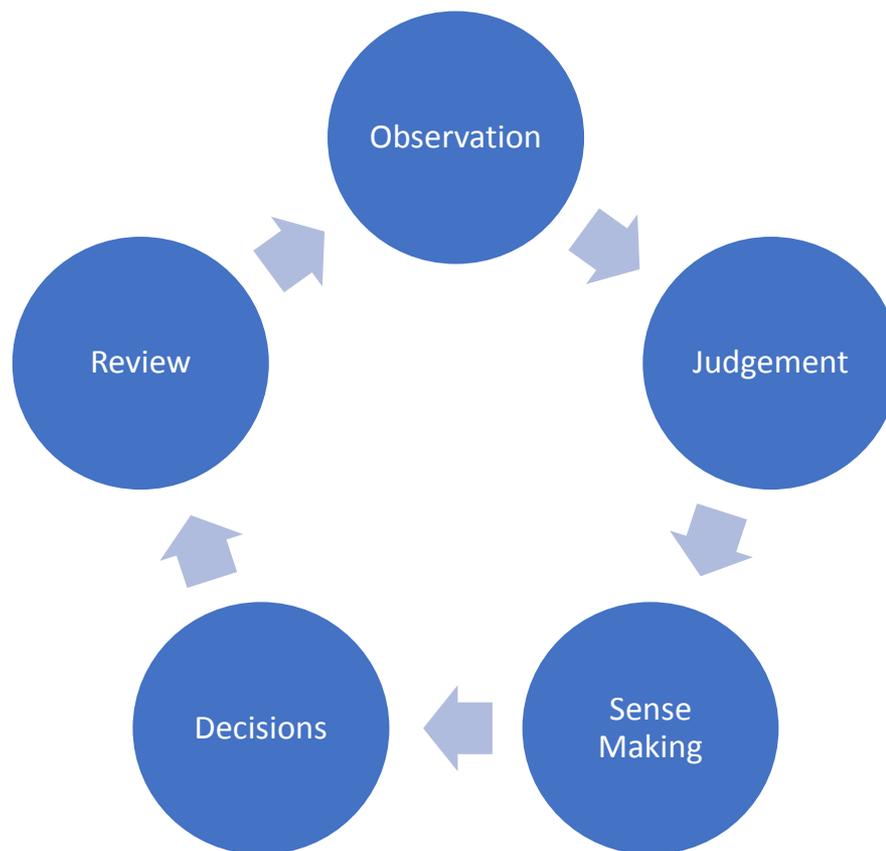
B Behavior — Observable action

I Impact — What I felt/ thought/ experienced

Judgement and Decisions

Reflective Practice

Concrete Experience Doing/having the experience

Reflective Observation Reviewing/reflecting on the experience

Abstract Conceptualization Concluding/learning from the experience

Active Experimentation Planning/trying out what you have learned

Kolb