

Peer Reflection

[name, date]

For a detailed outline of Tripod's Peer Reflection process, see this summary, with relevant linked documentation. This is a 2.5-hour (max) meeting including a staff member and their peer supervisor, as well as a(nother) co-director if support is desired. In some cases, this meeting will be the first stage in Tripod's Accountability process, and it should be made clear in advance to those attending if this is the case. There can be a lot to cover in the peer reflection process, so attend to the larger picture and aim to touch on all areas, parking deeper and more systemic conversations for another time if needed.

Link to current JD:

Refer to the co-director responsibilities.

Link to feedback documents & self-reflection:

Check-in (10)

Role reflection (30)

Read together reflections on the staff member's role, what is going well and what is challenging

Celebrations & appreciations (30)

Read together the collated feedback, highlight areas of growth and successes. Reflect on the achievements of the last 6 months and challenges overcome.

Note-take key points here

Feedback & problem-solving (30)

From the collated feedback, highlight areas of challenge and identify aspects of the role that are not fulfilled, or not currently prioritised.

Note-take key points here

Actions and looking forward (20)

Look at the challenges and action anything that has possible solutions: more training, support or an upgrade to a Tripod system or process.