

Section 4: Peer Exchange & Reflection

Facilitator Tips

1. **Set norms:** At the start, remind participants of peer respect, listening deeply, and keeping commitments to confidentiality / safe sharing.
2. **Timekeeping:** Use a co-host or timer to keep each segment tight — 30 min is short.
3. **Use digital tools:** Use breakout rooms, shared docs/slides, or whiteboards so participants can jot reflections or strategies.
4. **Foster continuity:** Offer a follow-up means for continued peer exchange (group chat, recurring session), to embed learning.

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Individual Check-in

Instructions (on-screen):

- In the chat or poll, answer: *“One word to describe how you feel right now about your facilitation work.”*
- Then, share in the breakout: *“One moment from your practice recently that felt significant (positive or challenging).”*

This sets emotional tone and primes reflection. (Reflection circles are a common peer-exchange practice.)

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Individual Reflection

Instructions (on-screen):

- Use the following questions to reflect in your own space (type into your notes or a shared doc):
- From Unit 1 (Principles & Techniques): What is one principle or technique that has most impacted your facilitation style?
- From Unit 2 (Group Dynamics & Emotional Impact): What group dynamic or emotional moment has been most significant for you in recent work? Why?
- How have you addressed or worked with that dynamic so far?

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Breakout Pair Share – Insights

Instructions (shared before breakout):

- Pair up in breakout rooms.
- Take turns (4 min each): share your reflections on Unit 1 and Unit 2 (using the prompts).
- While your partner speaks, listen deeply and take notes:
 - What surprised you?
 - What resonated with your own experience?
 - What questions do you have for them?

Goal: Gain insight from peers, surface shared challenges or effective techniques.

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Breakout Small Group Application

Instructions:

- Form small groups of 3 (or triads).
- Scenario (**apply Unit 3 – Applied Facilitation Practice**): One participant describes a facilitation moment they recently found difficult (could be about emotional disclosure, conflict, low engagement, etc.).
- Together, brainstorm and role-play for 5 min:
 - What facilitation move(s) would you use (validation, check-ins, structure, debrief)?
 - One person plays the facilitator, another the “participant,” another observes.
 - Rotate roles quickly if time allows.
- Use the last 2–3 minutes to debrief: What worked? What felt risky? What could be adapted?

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Whole-Group Harvest & Commit

Instructions:

- Return to the main room.
- Ask a few volunteers (2–3) to share a key insight or strategy they are taking away from the breakout.
- Then, in chat or by voice, complete this sentence:
“In my next facilitation I will ...”
- (Optional) Use a “commitment poll” (e.g., scale 1–5) for participants to rate how confident they feel in applying that.

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Reflection Framework & Theory

Some theoretical grounding for peer reflection:

- **Reflective Practice:** Drawing on models like *ERA Cycle*, *Driscoll's What Model*, *Kolb's Experiential Learning Cycle*, *Gibb's Reflective Cycle* where reflection + peer exchange drives problem-solving. [University of Cambridge](#)
- **Group Reflection:** Research shows individual and group reflection practices help facilitators gain awareness of group climate, roles, participation. [Frontiers](#)
- **Peer Exchange Models:** Facilitator communities often use peer reflection groups or learning circles to surface challenges, receive feedback, and build collective wisdom. [Med-Up: Peer Exchange Manual](#)

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Closing & Next Steps

- Thank everyone for sharing and reflecting.
- Encourage ongoing peer learning: consider forming a recurring peer-facilitation-reflection group or buddy system. (Peer facilitation communities often do this.)
peer-sphere.com
- Suggest using a reflection journal or “commitment tracker” between sessions to monitor how facilitation strategies evolve.