WORSHIP ASSESSMENT GUIDANCE (CONGREGATIONAL MEMBERS)

1. In giving feedback it is helpful to acknowledge who we are and what are our own strengths and weaknesses.

2. We should say clearly and directly what from our vantage point and experience we are able to say. We need not be hesitant or embarrassed, our viewpoint as a worshipper is valid; even if we are not ourselves trained to lead worship, we have a great deal of experience of receiving worship to bring.

3. In giving feedback we need to say what we mean as accurately as possible and in specific terms. It is much easier to do something with specific feedback than with generalisations. For example, "you tend to drop your voice at the end of a sentence" is better than "I find you difficult to hear".

4. We should only offer feedback on things which the person has the power to change. For instance "I find your tendency to flick your hair distracting" could be helpful, while "I really don't like your accent" is not.

5. Giving feedback is a sensitive issue. People may be unused to receiving feedback or have had destructive experiences in the past which produces anxiety about feedback. In these situations it is often helpful to spell out in full what you are doing by using "I" rather than "you".

    ("I felt lost and rushed and found I was distracted during the first prayer. It might be helpful to slow down a bit", rather than, "You prayed too fast in the first prayer.")

6. In giving feedback we need to be aware that we may be "off the track". This is why feedback sessions should be a group activity in which we can all help one another and care for one another.

7. In giving feedback we need to be aware that it is usually as helpful and creative for people to receive feedback <u>about their strengths</u> as it is to receive it about areas for development, since it enables them to affirm what they have and build upon it with confidence. All feedback should include affirmation of strengths. Besides, few people are strong enough to cope with too much awareness of needs all at once. A good model to follow is "two stars and a wish" (to use a ratio of feedback that is two parts strengths and one part areas for development).