OBSERVER INSTRUCTIONS
Adapted from "Skill Group Empowerment Manual", by Ron Short

As an observer you should keep descriptive notes on:
1. Key things your partner says.
2. His or her non-verbal behavior.

Debrief Instructions:

The instructions below are to help you use the short time you have (typically one to three minutes) between skill group segments. Your debrief may take a different direction, and you may not be able to cover all six points below, therefore it is important to keep the following in mind. As an observer, you are primarily a consultant, i.e. providing feedback and helping the partner decide what to do. This means there is more an emphasis on listening and helping the partner decide what he or she wants to do, and a minimal amount of giving advice on what he or she should do.

1. Listen as your partner describes his or her experience. Help him or her describe his or her experience during the group. (Keep the focus on the individual's experience, i.e. "I" language.)
2. Describe what you observed, i.e. both what your partner said and his or her non-verbal behavior.
3. Describe what you inferred from this behavior about the internal state of your partner, i.e. what you think he/she was feeling, thinking, and/or wanting? Note: this is a time for the observer to practice the skills of separating what was observed (external) from what was inferred (internal).
4. Answer this question. If you had been in the group with your partner, how would his or her behavior have affected you?
5. If necessary, help your partner translate his or her "there and then" statements made in the group into what he or she was experiencing in the "here and now" with the group.
6. Help your partner set goals for the next segment.