

Difficult Conversation Template

1. Opening the Conversation

- **Greet the Student:**

- "Thank you for meeting with me today, [Student's Name]. I appreciate your time."

- **State the Purpose:**

- "I wanted to discuss some important aspects of your recent work and overall progress on placement. My goal is to support your development and help you succeed."

2. Acknowledge the Student's Strengths

- **Highlight Positives:**

- "First, I want to acknowledge the strengths you've demonstrated, such as [specific strength, e.g., your commitment to engaging with service users or your punctuality]. These are valuable qualities that you bring to the field."

3. Present the Issue Clearly

- **State the Concern:**

- "However, there are some areas where I've noticed challenges. Specifically, I'd like to discuss [describe the issue, e.g., your approach to service user interactions, the way you're handling case documentation, or your participation in supervision sessions]."

- **Provide Specific Examples:**

- "For instance, in [specific instance, e.g., your last home visit/professional meeting], I observed [describe the behaviour]. This raised some concerns because [explain the impact or why it's an issue]."

4. Invite the Student's Perspective

- **Ask for Their View:**

- "I'd like to understand your perspective on this. How do you feel about what I've just mentioned? Are there any factors that you think may be influencing these situations?"

- **Listen Actively:**

- Allow the student to share their thoughts and feelings without interruption. Reflect back what you hear to ensure understanding.

5. Discuss the Impact

- **Explain the Consequences:**