

## Appendix: COIN Model Feedback Framework

Use this template to plan a feedback conversation—positive or negative—with your intern to make sure it's an effective learning experience.

<b>C</b>	Context	At/during/with... _____ My/our expectation was/I hoped... _____
<b>O</b>	Observation	I noticed you/I thought you... _____ _____ _____
<b>I</b>	Impact	I felt/that was/what do you...? _____ _____ _____
<b>N</b>	Next Steps	What would you do next time? _____ Next time I would try... _____