

AGENDA:

Post-DC Exercise



DIAGNOSTIC
CHALLENGE
WASHINGTON STATE UNIVERSITY

GOALS FOR TODAY:

1. Recognize and celebrate the MANY good things we did this past week.
2. Help each other grow and improve through giving and receiving individualized peer feedback.

COURAGE is sometimes required:

1. to give challenging feedback
2. to listen and to HEAR challenging feedback

If you don't say something (or at least try), what is the stimulus by which someone might change/improve? We are all in this together!

Instructions:

1. Self-assessment - around the circle. Everyone takes a turn!
 - What I think I did well.
 - What I think I need to work on.
 - What I would like feedback on.
2. 360-degree feedback - around the circle AGAIN
 - Around the circle moving to the LEFT, each team member in turn receives feedback from all other team members.
 - Feedback starts with the person immediately to the left of the person receiving feedback so that everyone gets a chance to provide feedback first.
 - Use the following as a guide for your feedback:
 1. In terms of your **team participation** and I was impressed by the following **specific contributions**
 2. In terms of your **team participation**, you could **improve** in the following **specific** areas
 3. In terms of your **interpersonal communication with clients** I was impressed by the following **specific contributions**
 4. In terms of your **interpersonal communication with clients**, you could **improve** in the following **specific** areas:
 - Refer to the "Art of Effective Feedback" and "How to help Colleagues Excel documents" for more guidance with this exercise
3. Big Group Hug and High Fives!