


## Day Five: Self-Assessment



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## Assessments

- Patrol morale and productivity
- Team Development model
- Daily patrol assessment - SSC
- PLC—troop meeting assessment
- Patrol project
- Overall Wood Badge course



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## Tips for Giving Feedback

- Is it helpful?
- Do others want it?
- Can it change a behavior?
- Is it specific?
- Does it describe a behavior?
- How does it impact you?
- Does it contain an "I" statement?
- Did the recipient understand you?



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You can give caring feedback without a good technique, but the slickest technique in the world will not hide a lack of caring.



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### Tips for Receiving Feedback

- Seek out feedback
- Listen carefully
- Listen actively
- Listen empathetically
- Notice how you feel....



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Consider feedback to be a gift,  
it truly is



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Self  
Assessment



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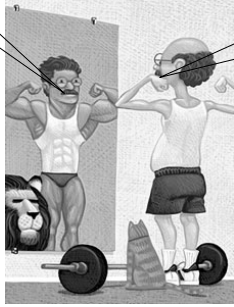
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Dude – You Rock !



So, How Did I do?

The optimist



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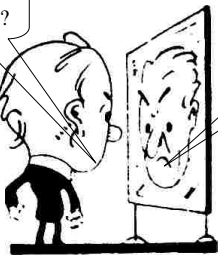
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So, How Did I Do?



You Scared Them For Life!

The Pessimist



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How do we get unbiased feedback?



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Feedback is a gift.

How do we get our gift?

Sometimes, you have to ask for Your gift.



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Approaches

- Anonymous Surveys – Comment Cards
  - Advantages
  - Disadvantages
- Written
- Live Group - Facilitated



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## Developing a Constructive survey

- Green Light – Keep Going
- Yellow Light – Could Be Better
- Red Light – Serious Concerns
  
- Start
- Stop
- Continue
  
- Way to Go, or
- Ways to Grow



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## 360-Degree Assessment

- A More Formal Feedback Method
- Who Are We Asking For Gifts from?  
Stakeholders – Interested Parties
- Approaches
- Tools



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## Steps In The Live Group Process

- Determine Evaluation Topics and Skills
- Develop Survey Questions
- Choose a Facilitator
- Identify Stakeholders
  - Range of Perceptions - 360°
- Intro - Then Leave Room
- Facilitator Collects Feedback and Compiles Results
- Return To Room
- Report Out
- Repeat Periodically



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Go Get Your Gift!



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