Day Five: Self-Assessment

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

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

Tips for Receiving Feedback

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

Consider feedback to be a gift, it truly is
Self Assessment

So, How Did I do?

Dude – You Rock!

The optimist

So, How Did I do?

You Scarred Them For Life!

The Pessimist
How do we get unbiased feedback?

Feedback is a gift.

How do we get our gift?
Sometimes, you have to ask for Your gift.

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

360-Degree Assessment

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

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
Go Get Your Gift!