**Worksheet**

**Introduction**

**Choose a Picture Activity**

“What is feedback?” Please choose a picture that says something to you about feedback. These can be thoughts, feelings, or stories. What it says is up to you – there are no right or wrong answers.

What is your name, agency, title, and tell us why they picked the picture they did.

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**What is Feedback? Slide**

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4.

**Think about your day-to-day job duties. What roles do you play in your office?**

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**Three Main Supervisory Roles Slide**

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**Notes on Coaching Slides:**

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**Why don’t employees do what we tell them to do? Slide**

Write down a few reasons why you think your employees don’t do what you tell them to do.

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**List a few of the reasons employees don’t do what we tell them to do from the Fournies (2000) study.**

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**Feedback Research**

**Research on feedback comes from a variety of disciplines:**

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6.

**Notes on Goals Slides:**

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**Notes on Observable Behavior Slide:**

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**Notes on Information Overload Slides:**

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**General Guidelines Slide**

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2.

3.

**Performance Analysis Activity**

**Read** Performance Analysis Handout (originally from the *Supervisor Guidebook*). While reading, think about the following question:

How would this performance analysis checklist help you give better feedback based on the qualities of good feedback mentioned in the lecture?

**Group Activity – Performance Analysis Checklist and Feedback Research**

Use the space below to take notes before writing your final answers on the flip-chart paper.

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**Strengths-Based Feedback**

**Notes on What is it? Slide:**

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**Video *The Strengths Based Approach - Experiencing Success In Meaningful Ways***

While watching this video write down some of the reasons a strength-based approach might be useful for feedback-giving.

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**Why use it? Slide**

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**How do you do it? Slide**

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2.\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**Notes on Lens Slide & *Re-framing to a Strength-Based Approach* Video:**

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**Read**

Handout: Table 1. Nine recommendations for delivering effective performance feedback

Handout: Guidelines for Providing Feedback & Strength-based Assessments (from MCWP Engaging class)

**Tony/Lisa Skit**

Using the above handouts and what you’ve learned today, what did Tony do right?

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**Yearly Performance Evaluations**

**How can strengths-based practices help with this process?**

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Handout: Ten Steps to Performance Evaluation (originally from the *Supervisor Guidebook*)

**Notes about Handout:**

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**Notes from *5 Questions* Video:**

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**Closing**

**Final Thoughts:**

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**Resources**

Visit the MCWP website to find the slides from this workshop and extra copies of this worksheet: <http://uwm.edu/mcwp/strengths-based-feedback/>