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HATS
Interpretation
Training



Session 10

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Let's review & recap Session 8 & 9

- ❖ Your questions, comments, concerns
- Interpretation Principles
- Interpretation Tools
- Your current challenges
- Case Study - Jack
- Certification/Demonstration of Mastery


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Session 10 Learning Topics

- Overview of Giving Feedback
- Preparation for Feedback
- Principles
- The Script
- Special Considerations




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Three approaches to interpretation

- Classic Debrief
 - Review with profilee for purposes of feedback and preparation for coaching & development
- Diagnostic / Remedial
 - Review, identify & understand possible preferences that contribute to a person's challenges in a role or situation
- Career Path Decision Support
 - To identify and support career path choices and decisions




Preparation for Providing Feedback



Key Points to Keep in Mind


- Preference not capability
- Frequently misunderstood trait names
- Highest preferences may become a liability and/or a need
- Adaptive behaviors and flip behaviors
- Keep interpretation relevant and connected to one's job or role
- When using Job Success Analysis reports during feedback be sure to turn off score



The greatest value is not just in the information or numbers in the profile;

It is about the insights the person gains and the rich dialogue that results with the facilitator ...


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During Feedback

- Building rapport
- Transition to Debrief Mode
- Setting the stage for Why HA was Used
- Basic Concepts, Theory, & Vocabulary
- Preference not capability
- Emphasize Strengths
- Connecting traits to meaning/relevance
- Plan of Action

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Next Steps

- Homework:
 - Prepare for a feedback session
 - Practice when you can

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