

ASSESSMENTS

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

HARRISON

Session 10 Learning Topics

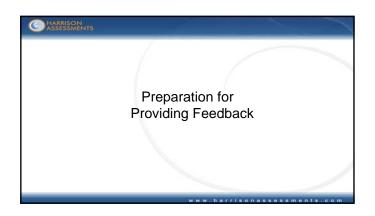
- Overview of Giving Feedback
- Preparation for Feedback
- Principles
- The Script
- Special Considerations



HARRISON

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



ASSESSMENTS	Key Points to Keep in Mind
Prefer	ence not capability
• Frequ	ently misunderstood trait names
Ŭ	st preferences may become a liability r a need
Adapt	ive behaviors and flip behaviors
	interpretation relevant and connected to job or role
	using Job Success Analysis reports feedback be sure to turn off score

ASSESSMENTS

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 ...

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

