

HATS Interpretation Training

Session 12



Let's review & recap Session 10 & 11

- ❖ Your questions, comments, concerns
- Feedback principles
- Tips, Tools & Techniques
- Case Study – John Sales Manager
- Certification/Demonstration of Mastery

Session 12 – Using Additional Reports

- *Choosing which standard reports to use during debrief*
- *Behavioral Competencies*
- *Career Reports*
- *Engagement & Retention Analysis report*
- *Wrap up*



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

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 ...

Behavioral Competencies

- What are they
- When to use it in analysis
- When to use it in feedback
- Issues / concerns

Functions

- What are they
- When to use it in analysis
- When to use it in feedback
- Issues / concerns

Career Reports

- What are they
- When to use it in analysis
- When to use it in feedback
- Issues / concerns

Engagement & Retention Analysis

- What it is
- When to use it in analysis
- When to use it in feedback
- Issues / concerns

General Feedback Advice

- Client focused
- Be curious versus tell
- Choose information that is relevant
- Guard against overwhelm
- Solicit meaning from your client

Wrap up

- Overview of all training
- Lessons learned
- Remaining issues, questions, needs

Next Steps

- Homework:
 - Review all materials and training sessions – develop and ask questions, raise concerns
 - Schedule and prepare for a feedback session to demonstrate proficiency in interpretation & feedback
 - Practice, practice, practice; ask for help when you need