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HATS
*Interpretation
Training*



Session 12

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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


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Session 12 – Using Additional Reports

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




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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




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


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Career Reports

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


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Engagement & Retention Analysis

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


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General Feedback Advice

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


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Wrap up

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

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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

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