

BACK TO SCHOOL

EMPLOYERS - How are you doing?

EMPLOYERS -
Rate yourself by filling in each section on the pie.

Are we being Empathetic?

Are we being Innovative?

Are we being Trustworthy?

Are we being Intentional?

Are we being Strong Communicators?

Team Member _____



Be INTENTIONAL

What is my expectation of the time that my team member puts into their work?

What is my expectation of this employee's availability and responsiveness?

What is my expectation of this employee's productivity?

What can I do too set this employee up for success?

What are this team member's work hours and boundaries?

What communication agreement do we need to put in place?

Be EMPATHETIC



Where am I frustrated with this employee? In this situation, what are they dealing with that I might not see or know? How can I support them in a way that helps them and eases my frustration?

Daily/Weekly/Monthly – what is the challenge this employee is facing that is getting in the way of them meeting their own or my expectations?

Have I expressed authentic empathy? How? Did it matter to how I interacted with this employee?

Be INNOVATIVE

What are the challenges we need to solve?

What are our limitations?

What are the assumptions and facts?

What is our tolerance for failure in experimenting with new things?

What would it mean if a new idea succeeded?

Be **TRUSTWORTHY**

How do I build trust with my employee?

What would help to improve my trust in this employee? How will I communicate this?

Have I been a trustworthy employer?

What can I do to build this employee's trust in me? How will I communicate this?

Be A STRONG COMMUNICATOR



Is this employee confused about or unaware of anything at this time that is creating conflict?
How can I fix this?

What tools and resources do we have for communicating with this employee? Are we using them effectively?

Have we named our expectation for availability and responsiveness to communication with this employee? Are we holding ourselves to this same standard?

How can we be better at communicating with clarity?