

The Ratee Led Coaching Conversation Pertaining To The Ratee's 360 Feedback Report.

We suggest you venture at least once with The Ratee Led Coaching Conversation™. We have found it most useful for either the initial coaching session, or if your only going to have one coaching session in regard to the Ratees' 360 feedback results.

The Ratee led Coaching Conversation is between you (coach or supervisor) and the Ratee (person that just received their 360° Feedback Report). It allows the Ratee to feel *in charge* of the coaching discussion. We have found that when the Ratee feels in charge, they noticeably feel comfortable and open as opposed to vulnerable and closed. It now feels safe as they engage in a true dialogue for the Ratee to explore insights and actions, rather than be judged or devalued.

The Ratee led Coaching Conversation starts just after the Ratee receives their 360 Feedback Report. The Ratee is given the sheet below called *The Coaching Conversation Sheet*, to be filled-out in preparation of leading their own coaching session within the next few days. In the Ratee Led Coaching Conversation the Ratee will in essence put forth questions from their filled-in coaching sheet.

The Ratee led Coaching Conversation (sheet):

A. Ratee: List two strengths from your 360° Feedback Report that could even more helpful at work:

1. _____
2. _____

Ratee then asks leader or coach: *In your judgment, how can I make these strengths even stronger, or use them in new areas?*

B. List two skills that need polishing that significantly impact your (Ratee) performance. Offer some thoughts of how you can more effectively manage these areas of weakness. *Then ask your leader or coach for their thoughts regarding the shortfalls you listed, and their suggestions for you being more effective in these areas.*

1. _____
2. _____

C. List two ways your manager might help you perform your job more effectively. Example from a Ratee: "I would appreciate your assistance if you requested my direct reports see me first about a challenge they are facing, rather than go directly to you for guidance." *Elicit from you leader or coach their input regarding what you have written below.*

1. _____
2. _____

D. Ask your leader or coach to reflect on this 360 Feedback Report Conversation and elicit their feedback regarding the discussion or the Feedback Report. Ask what items have we have not discussed, but should. *Ratee anticipates the tough questions that might not surface in the conversation, and writes them down.*
