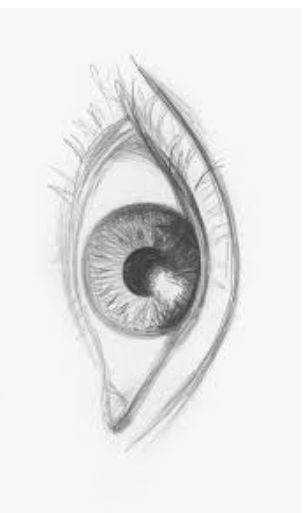


Keeping your EYES open as a leader



EYE

Explore (Explore Talk)

Did the leader elicit any exploration talk?

exploration - eliciting specific types of conversation: Importance, Confidence, Hope (values, dreams, hopes, expressions of self-worth), Feelings and emotions, Opportunities for growth and discovery, Roles and Relationships, or other Personally relevant material.

1	2	3	4	5
Low focus				High focus

Yearn (Strength Talk)

Did the employee offer up any strength talk? Did the leader amplify it?

Strength talk would include listening for and amplifying the person's ability, confidence, effort, intention, will, resilience, strengths, traits, behavior, skills, worth, and/or existing resources.

1	2	3	4	5
Low focus				High focus

Evaluate

Did the leader summarize the exploration talk and strength talk? Did they have a wrap up conversation exploring any next steps by the employee?

1	2	3	4	5
Low focus				High focus