



Q4 DEVELOPMENT: FEEDBACK FROM YOUR WORLD™

Learn how to process feedback about managerial behavior from your colleagues.

Copyright © Psychological Associates® 2011

NUTSHELL

It is critical in their development that managers receive honest feedback about their managerial behavior to improve performance. Participants in the one-day Q4 DEVELOPMENT: FEEDBACK FROM YOUR WORLD workshop receive an individual, confidential survey of feedback from their colleagues at work, collected before the workshop. Then, as a group, participants learn how to translate this candid information into steps for enhancing their behavioral strengths and building up areas needing improvement. Based on this rich, personalized input, they develop an action plan to increase their effectiveness in working with others to achieve business objectives.

As an enhancement of interpersonal skills, participants may only enroll if they have completed the LEADERSHIP THROUGH PEOPLE SKILLS® workshop offered by Psychological Associates.

BENEFITS AND OUTCOMES

Participants in Q4 DEVELOPMENT: FEEDBACK FROM YOUR WORLD:

- Receive a confidential feedback report from peers, direct reports, and supervisors regarding their managerial behavior
- Recognize typical reactions to candid feedback that might become obstacles to improving performance
- Are guided in understanding and interpreting their feedback information
- Learn how to take the information and make it actionable, leveraging assets and taking advantage of feedback opportunities
- Develop improvement strategies to impact business results.

HOW IT WORKS

Before the workshop, Psychological Associates conducts a confidential, online survey of each participant's peers, direct reports, and supervisors. Summary reports are provided to each recipient at the workshop and are the basis for group discussion and activities to help participants understand how to respond constructively. Participants will not be asked to disclose the confidential information from their reports. Next, participants discuss how to interpret their feedback in terms of productive and non-productive behaviors around the Dimensional® Model of Behavior™. Then, participants develop strategies for improving managerial behaviors at work and finalize these as action steps with the help of team members.

