

Connecting Conversation™ Between You and Your Manager

One of the best times to have a down-to-earth discussion with the person(s) you report to is just after you receive and digest your 360 feedback report. The person you report to is interested in the feedback you just received and would 99% of the time welcome such a discussion, especially if you frame *The Connecting Conversation* in a way you are looking for your supervisor's advice and or wisdom. Here's one way to frame such a discussion. "Ann, I recently received my 360 feedback report and I'm looking forward to discussing it with you. I know you can give me some insights into handling certain situations. I'm also very interested in your perspective of how I'm doing and where I can improve. Wondering when is a good time to meet for about an hour."

We advise you to use your own words, although we find that if you explicitly use either *advice* or *wisdom* this greatly increases the chances for an immensely fruitful down-to-earth discussion. This conversation can be very helpful for example in aligning how you and your supervisor define "timely manner," "delegation," "backing me up," etc.

We have surveyed our clients and they have told us how powerful our *Connecting Conversation* has been in healing old wounds, and learning new ways to communicate with their supervisor. We believe we have developed a very good model called *Connecting Conversation*, yet we encourage you to *play* with our model to meet your needs.

A. Three strengths I feel proud of that appeared in my 360 Feedback Report and I would like to both strengthen and utilize even more.

1. _____
2. _____
3. _____

B. Three areas needing improvement that have a significant affect on my work performance:

1. _____
2. _____
3. _____

C. Action I plan to take as a result of the feedback I received from the 360:

D. Ask your manager for ideas regarding how you can more effectively utilize your strengths and manage your weaknesses.

E. Requests vs. complaints: Ways and means where your supervisor (Susan) may be a source of assistance just by you making a request. For example, you can request that when people on your xyz team go directly to Susan for solutions that you feel somewhat undermined and therefore you would appreciate if Susan doesn't offer assistance unless the employee first brings up the matter with you. Further-more, you would like to be able to tell the team member *that it is up to you* when the issue is taken to Susan.

Write some realistic requests you would like to make to your manager:



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