



## 1:1s That Make a Difference - Activity Sheet

1:1s can easily become routine and are often underappreciated for their impact. As a manager, you're not only responsible for the care of your people, you're needing to ensure they're driving the mission forward, and that requires goals, accountability, and performance management.

In this module, you were introduced to 9 critical elements that create a well rounded 1:1 experience. Let's capture your learnings and your vision for the experience you want to create.

### **Reflections**

What are you wanting FOR your team members regarding their 1:1s?

What are you wanting OF your team members during 1:1s?

What are 2-3 words you want your team members to use when describing their 1:1s with you?

## Status Check

Let's do a quick check in on how present the 9 critical elements are in your current 1:1 culture with your team.

On a scale of 1 to 5, rate the frequency in which you visit each element.

1 = Very Low Frequency, 5 = Very High Frequency

	Current Frequency	Desired Frequency
<b>Connection</b>		
Connecting & caring deeply as humans		
Getting a pulse on stress and satisfaction		
Engaging them with their impact in the org		
<b>Performance</b>		
Setting goals & following up		
Creating mutually understood expectations		
Empowering situational problem solving		
<b>Career</b>		
Providing actionable feedback		
Discussing career trajectories		
Aligning & setting career development goals		

What opportunities do you have to enable a more well rounded 1:1 experience?

**Overall**

My biggest take away from 1:1s That Make a Difference is...

The action I'm committing to taking after this training is...