

REAL conversations

Here's what I most want to say now, and explore next year

Write an objective review, brush up on feedback skills, and think about upcoming needs.

What does success look like for you?

Discuss the performance review, pivot into a dialogue with thoughtful questions.

Reflect

Empathize

Ask questions

Look ahead

Acknowledge this year's context, take time to connect.

Focus on the year ahead. Together, identify "one goal for growth", a development opportunity that you're both excited about.

There's been a lot to balance this year.

I wonder if this project would match team needs and individual interests?



plan your **REAL** conversation today