

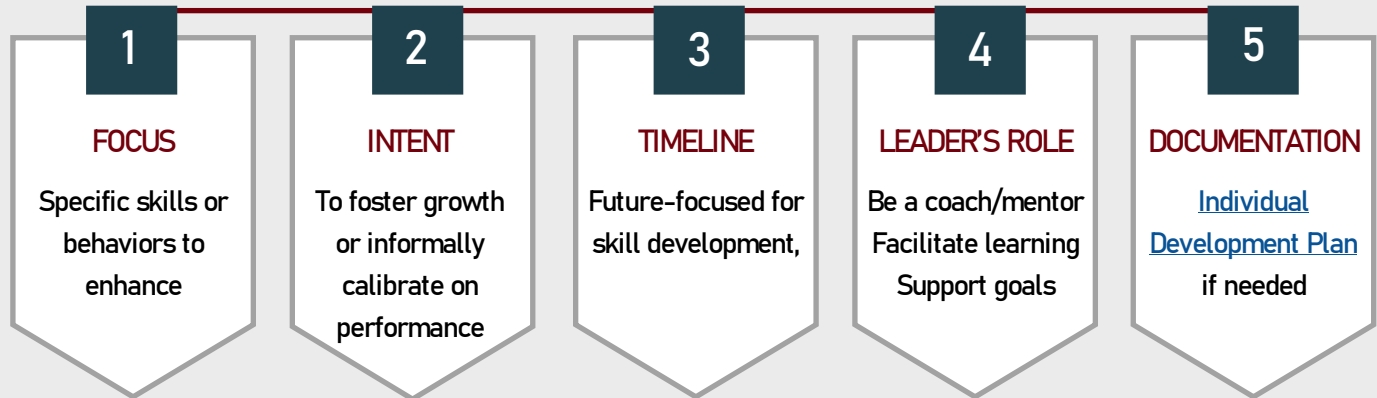
FACILITATING IMPACTFUL PERFORMANCE CONVERSATIONS

Shape the Future: Development Feedback that Drives Employee Growth!



DEVELOPMENTAL FEEDBACK

Development feedback provides employees with information that can be used to effectively improve their skills and abilities, and varies from constructive feedback in 5 key ways.



LEADER PREPARATION

Before the feedback session, reflect on the questions below and prepare your thoughts. Document questions you can ask that pertain to each category.

How can I frame the conversation around what matters most to this employee?

What areas has the employee shared they would like to develop? What areas do I see the employee could develop?

How can I use this conversation to solicit feedback on how I am doing as their leader? How can I begin incorporating two-way feedback into this conversation and/or my team culture?

FEEDBACK MODEL & TEMPLATE

The **G.R.O.W** model is proven to help leaders provide effective developmental and constructive feedback. It allows you to gauge the employees perception and calibrate on the path forward.

Directions: Use the questions below to facilitate a **G.R.O.W** development conversation.

GOAL(S)

Document Feedback

- Considering your future, what would you like to do more of?
- Where do you see your future in the next year?
- What areas do you want to develop?

REALITY

Document Feedback

- What do you like about your current role?
- What skills do you think you need to work on to obtain your goal?
- How would you assess your current

OPTIONS

Document Feedback

- What learning opportunities will help you develop that skill?
- How can you best develop this skill/prepare for this role?
- How can I support you?

WILL

Document Feedback

- What specific actions will you take?
- When will you start?
- When should we follow-up on progress?

USC DEVELOPMENT RESOURCES

Keep informed of the available development resources that are available for USC employees.

- [Individual Development Plans](#): Use this form to create a thorough development plan.
- [Job Specific Training](#): Visit this website to learn more about USC job training resources.
- Visit External Resources like [YouTube](#) to identify development videos to share with others (leadership, professional skills, etc).
- Identify job-shadow/ project opportunities to develop skills and abilities.
- Attend a formal training program offered through USC (information below).
- Identify a low-cost or no cost assessment to sharpen skills (information below).

Additional Learning Resources



Assessment Services: [Contact OPD](#) to learn more



Low-cost and no-cost assessment services available targeting:

- Conflict Styles
- Leadership/Professional Styles
- Team Interaction & Productivity
- Emotional Intelligence
- Inclusion