

Conversation Map

Conversation Steps led by the Supervisor	Self-Reflection Questions on Behavior	Self-Reflection Questions on Performance
Where are you now?	<ul style="list-style-type: none"> • How am I meeting and/or exceeding expectations? What is an example of this? 	<ul style="list-style-type: none"> • How are my projects and tasks going? • What has worked for me? What did not work for me? • What lessons have I learned in working on my projects and tasks?
What is next?	<ul style="list-style-type: none"> • What are one to two behaviors I want to focus on? for the second half of the year? 	<ul style="list-style-type: none"> • What's the next step for me? • How would I do things differently going forward? • How do I want to leverage my strengths to drive the outcomes I want, and I know my leader and company are looking for?
What support do you need?	<ul style="list-style-type: none"> • What are the gaps or further growth opportunities for me? What is an example of this? 	<ul style="list-style-type: none"> • What support do I need from my manager to ensure my continued success? • What are some ways I think my team can share in and celebrate each other's successes? • What resources, experiences, possible training might I need to assist me in achieving my performance goals?
Feedback	<ul style="list-style-type: none"> • What support do I need? • Is there anything that's getting in my way of achieving the results I'm looking for? • How can I collaborate and support my team more effectively? 	