Understands Their ‘Why’

Does ‘Why’ appear in periodic performance appraisal write-up notes and development plans?

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| --- | --- | --- | --- |
| Sample No. | Yes | No | Comments |
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| Total |  |  |  |

Annual review of a random sample of training packs for evidence of a discussion of the ‘Why’ of the training:

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| --- | --- | --- | --- |
| Sample No. | Yes | No | Comments |
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| 20 |  |  |  |
| Total |  |  |  |

Understands their ‘Why’ interview worksheet – Circle appropriate response:

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| --- | --- |
| Topic | Score |
| If they are able to describe their ‘Why’ and the impact it has on their work | 1. Participant does not understand what the question means 2. Participant knows what is meant but is unable to describe their ‘Why’ 3. Participant able to describe their ‘Why’ but seem to need to think about it and/or make it up on the spot 4. Participant able to recall their ‘Why’ but not able to easily describe how it impacts their work 5. Participant able to recall their ‘Why’ and easily able to describe how it impacts how they work |
| If they are able to describe their leader’s ‘Why’ and the impact it has on their work | 1. Participant does not understand what the question means 2. Participant knows what is meant but is unable to describe their ‘Why’ 3. Participant able to describe their ‘Why’ but seems to need to think about it and/or make it up on the spot 4. Participant able to recall their ‘Why’ but not easily describe easily how it impacts their work 5. Participant able to recall their ‘Why’ and easily describe how it impacts how they work |
| How often their leaders (at any level) talk about their ‘Why’ | 1. Never 2. Maybe once every few months 3. Probably once a month 4. Maybe once every couple of weeks 5. At least once a week or more |
| How often individuals talk  about their ‘Why’ | 1. Never 2. Maybe once every few months 3. Probably once a month 4. Maybe once every couple of weeks 5. At least once a week or more |
| Total |  |