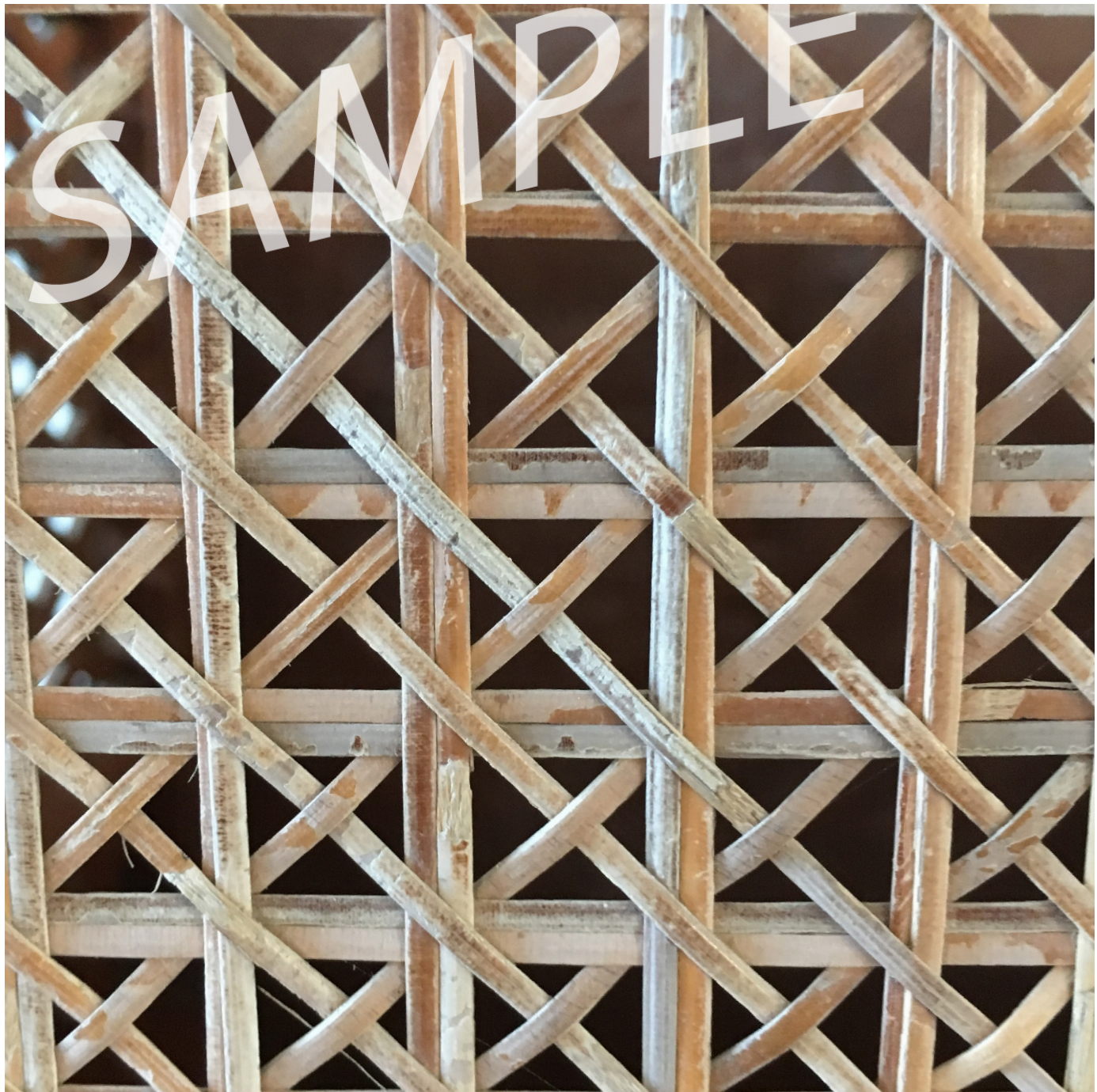


A Facilitator's Guide | 2020

ASSESSING YOUR PRACTICE



Personal Leadership

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Assessing Your Practice

Overview

While the practice of PL is an integral whole, practitioners can strengthen their overall practice by focusing on individual PL practices one at a time. To help participants assess their familiarity with each practice, this self-assessment creates a visual representation of their strengths and weaknesses in each area, and allows them to see where to focus next.

In an introductory or foundational PL-focused seminar, this assessment would probably best be positioned close to the end as a pre-cursor to talking about “taking your practice home.”

Objectives

As a result of the activity outlined in the following pages, participants will be able to:

- Determine the degree to which they are already familiar with each of the PL practices, Moving from a simply cognitive familiarity to a fully embodied quality of practice
- Prioritize the practice or practices on which they would like to focus as they develop their PL practice

Appropriate Audiences

Any PL practitioner from beginner to advanced can benefit from this self-assessment.

Level of Challenge to Participants

The level of challenge to participants is low. The only threat is discovering one's developmental edge.

Level of Challenge to Facilitators

The level of challenge to facilitators is also low.



Assessing Your Practice

Time Required

If participants have completed the assessment in advance, allow five to 15 minutes to answer any questions.

If participants are completing the assessment as part of the activity, allow 30 to 45 minutes.

Materials Required for the Activity

- Handouts for each participant:
 - Handout #1: *Assessing Your Practice*
- Pen or pencil for each participant

Prerequisites for Using this Facilitator Guide

- Both you and the participants must
 - Have a vision statement
 - Understand and be familiar with the six PL practices

Keys to Success

- **Know your audience** and be clear about the purpose of the facilitation.
- **Take the assessment yourself** so that you can answer questions from your own experience.
 - Become familiar with the nuances between the statements.
 - Know how you would interpret them, always recognizing that participants' interpretations might differ.
- **This self-assessment should come towards the end** of the training seminar.
- **If you're running a multi-day program**, and it benefits your design or your time . . .
 - You can ask participants to complete the assessment prior to your closing session.

