

HANDOUT**Practicing Communicating Respect****Time**

You have **20** minutes for this exercise.

Objectives

To give team leaders the opportunity to practice behaviors of attending and inquiring and get feedback from their fellow team members.

Directions

1. Review this exercise as a group and ensure that your group understands what tasks it must complete.
2. Imagine that you are beginning a coaching conversation for any of the following performance applications.
 - Resolving problems.
 - Teaching new knowledge or skills.
 - Supporting performance.
 - Adjusting performance.
3. Create in your mind some concrete situation in which you are using the performance application you have selected. Write a synopsis of this situation below:

4. Prepare a statement you might use at the beginning or end of the application you have chosen that demonstrates respect, and a second statement that does not. Outline each statement below:

Showing Respect:

Showing Disrespect:

****Continued on back.**

5. Each person describes the situation and application that he/she is using, then presents both statements. The group then discusses each statement and gives concrete reasons why members agree that the statement does or does not communicate respect.
6. Discuss your experience in this exercise and bring any questions to the larger group.