

**Curious whether you need Good Talk or not? Take the quiz or send it to your team members to find out
Rate Using this Rubric—Rating will help to design targeted plan of support**

CAPABILITY	NOVICE	EMERGING	ACCOMPLISHED	DISTINGUISHED
Growing Team Members Through Goal-Focused Strengths-Based Feedback	Provides resources to others based on a required outcomes and improvement suggestions.	Partners with others to design learning that is based on a general outcomes by encouraging a set of improvement suggestions.	Partners with others to design learning that is based on a specific set of, measurable, learning outcomes.	Partners with others to design learning that is based on a specific set of measurable learning outcomes and the individuals desired state.
	Takes an evaluative stance. Feedback is not connected to agreed upon goal areas, and implies “deficit” or corrective perspectives that concentrates on what individual lacks or should fix.	Takes an evaluative stance, however is based on evidence. Feedback is loosely connected to agreed upon goal areas, is general (“That was successful”), and/or judgmental praise (“Great job”).	Takes a strengths-based stance focused on individuals performance, connected to goal areas and evidence; affirms and provides general feedback.	Takes a strengths-based stance focused on evidence and what the individual is already doing. Builds upon current state and knows when to affirm, question, and provide targeted feedback.
	Makes comments about practices that are not directly aligned to agreed upon goal areas and include person biases.	Makes connections between the individuals current practices and focuses on short-term improvement areas not directly aligned to agreed upon goal areas.	Makes general connections between the individuals past practices, current practices.	Makes explicit connections between the individuals past practices, current practices, and the successes or implications that resulted from implementation.

CAPABILITY	NOVICE	EMERGING	ACCOMPLISHED	DISTINGUISHED
Creating a Learning-Focused Culture Through Coaching	Recognizes some individuals for meeting performance expectations and avoids difficult conversations those who need improvement.	Recognizes individuals for meeting performance expectations and has general conversations with those who need improvement.	Recognizes individuals who meet performance expectations and has targeted conversations with those who need improvement.	Recognizes individuals who consistently meet performance expectations and designs differentiated supports for those who need improvement.
	Rarely engages in dialogue with individuals about their development. Provides inconsistent advise connected practices.	Engages in random dialogue with individuals about their development. Provides praise or corrective actions.	Engages in dialogue with individuals about their development. Provides manageable feedback that supports learning and results in improved practice.	Engages in ongoing dialogue with individuals about their development. Consistently provides manageable feedback that supports learning and results in improved practice.
	Fosters a culture that does not embrace differing viewpoint and individuals are not working toward clear goals.	Encourages a culture that respects various viewpoints in which individuals are working towards independent goals.	Supports a culture that respects diverse viewpoints in which individuals are working toward individual and shared goals.	Models and fosters a culture that respects diverse viewpoints in which all individuals are proactively working towards independent and shared goals while holding one another accountable.

CAPABILITY	NOVICE	EMERGING	ACCOMPLISHED	DISTINGUISHED
Collaborative Communication	Individuals work independently of one another unless required.	Individuals view themselves as an intricate member of the team's functioning. Individuals work independently toward personal goals.	Specific individuals view one another as intricate member of the team's functioning. Individuals work together to support movement toward independent or shared goals.	All individuals are viewed by one another as intricate member of the team's functioning. Individuals work interdependently to support movement towards independent and shared goals.
	Leaders consult with individuals and teams to support goals.	Leaders consult and collaborate with individuals and teams to support individual or shared goals.	Leaders know when to coach, collaborate, consult, and calibrate to support achievement of independent and shared goals.	Individuals and team members hold one another responsible while knowing when to coach, collaborate, consult, and calibrate to support achievement of independent and shared goals.
	Leaders tolerate a climate of disrespect and independent habits.	Leaders create a climate of respect while working toward collaborative goals.	Leaders create a climate in which individuals respect one another and build coalitions between stakeholders to achieve collaborative goals.	Individuals and team members help to create a climate in which individuals treat one another with dignity and respect and building coalitions with colleagues, at all levels, to achieve collaborative goals.

CAPABILITY	NOVICE	EMERGING	ACCOMPLISHED	DISTINGUISHED
Courageous Conversations	Leaders nor stakeholders directly resolve conflict on a consist basis. Stakeholders are unclear about expectations and shared goals.	Leader directly resolves conflict. Stakeholders are often unclear about expectations and shared goals.	Leaders directly resolve conflict. Stakeholders embrace shared goals, various perspectives and cognitive conflict to ensure success.	Team members directly resolve conflict. Stakeholders embrace shared goals, various perspectives and cognitive conflict to ensure success.
	Leaders nor stakeholders address or manage conflict.	Leaders manage conflict through dialogue. Proactively resolving disagreements.	Leaders often anticipate and effectively manages conflict through dialogue. Proactively resolving disagreements and identifying "win-win" solutions.	Team members anticipate and effectively manages conflict through consistent dialogue. Proactively resolving disagreements and identifying "win-win" solutions.
	Leaders do not communicate regularly or effectively and resort to authority when under pressure.	Leaders struggle to communicate regularly and effectively and resort to authority when under pressure.	Leaders communicate regularly, effectively, and articulates a clear point of view. Individuals exhibit poise and professionalism, even when under pressure.	All stakeholders communicate regularly, effectively, and articulates a clear point of view in a coherent, concise, and compelling manner. Message is tailored for each audience, context, and mode of communication. Individuals exhibit poise and professionalism, even when under pressure.

CAPABILITY	NOVICE	EMERGING	ACCOMPLISHED	DISTINGUISHED
<p style="text-align: center;">Intentional Listening and Interacting</p>	<p>Leaders rarely engage individuals and teams in shared understanding of their impact on others.</p>	<p>Leaders consult with individuals and teams to create shared understanding of their impact on others.</p>	<p>Leaders create time to collaborate, paraphrase, and/or questions (consulting as needed) while considering different points of view and building connections to the impact on various stakeholders.</p>	<p>Team members collaborate, paraphrase, and/or questions (consults as needed) while considering different points of view and building connections between actions and the impact on various stakeholders.</p>
	<p>Leader lacks a vision for how individuals work together to meet goals.</p>	<p>Leader envisions various possibilities surrounding goals and connects with various individuals to meet individual and group goals.</p>	<p>Leader intentionally causes situations for others to envision independent and interdependent possibilities surrounding goals while providing explicit feedback to individuals and the team.</p>	<p>Team members intentionally cause situations for one another to envision independent and interdependent possibilities surrounding goals and provide one another explicit feedback for growth.</p>
	<p>Leader engages in self-referential and “fix-it” habits of listening.</p>	<p>Leader motivates individuals through goal focused dialogue.</p>	<p>Leader motivates individuals and larger team through dialogue while calibrating progress against criteria for excellence.</p>	<p>Team members motivate one another through intentional dialogue and strive for refinement by causing one another to calibrate their progress against criteria for excellence.</p>