Developmental Dialogue

Many development opportunities are missed because we didn't know how to capture them. To develop leaders, we must recognize these development moments and utilize them. This tool gives you a set of questions in a specific order that enables you to carry on a dialogue that moves from a situation to a development plan.

Remember: "Experience is not the best teacher; evaluated experience is the best teacher."

When an event presents itself, use these five questions to bring to the surface areas which they need and want to develop in.

1. Describe how it went.
2. What surprised you?
3. What would you do differently?
4. What did you discover about yourself?
5. How could you take advantage of that discovery?