

# Giving Feedback with the Story of Vision

Describe the scenario. What actions did the employee perform?

How did the employee's actions affect each of the five factors of the story of vision? For negative feedback, how could different behavior create a more productive story?

- The **change** - the physical way that the world is different because of the group's product.
- The **worth** - the meaningful experiences and value that this change creates for customers as human beings.
- The **possibility** - the way that the group as a whole can achieve this meaningful change.
- **Individual contribution** - the way that the individual's tasks contribute to the group's possibility.
- **Leadership belief** - how you as a leader show that you are committed to and confident in the employee making the worthwhile change become real.

## **The Change**

- What is the meaningful change that your group creates when it performs with excellence?
- What is physically different in the world when members complete their work and provide it to a customer?
- What is physically different in the customer's life?

## **The Worth**

- How does the change make the customer's life better?
- What value do customers find in the group's work when they receive the excellent product or service?
- What can they do or feel now that they did not before?

## **The Possibility**

- In what form does the product truly accomplish the change and worth? What relevant characteristics allow it to accomplish the worthwhile change?
- What characteristics occur within the group's combined processes when the product is excellent? How do members interact with each other to combine tasks?
- How does the group work together to make this exemplary output, as compared to a low-performance day?
- What is different in the feelings and behaviors of members that lead to high performance, as compared to when they are struggling?

## **Individual Contributions**

- In what way does this person's individual contribution lead to (or prevent) excellence in the group's output?
- What effect does the output of this individual's tasks have on the work of other group members?
- What effect does this person's process of performing work (and general emotional state) create in other members during their interactions?
- Does this person's choices demonstrate that he or she knows the connection between his or her individual contribution and the group's success or failure?

## **Your Belief**

- Does the individual believe in the meaningful change is important?
- Are both the group's possibility and the individual's contribution clear to this individual?
- Do you believe that this group can be excellent?