**Coaching Call Assessment Debrief Steps – First Call:**

1. Welcome – (confirm role, confirm have report with)
2. Review - overall Goal of the program – Do you have questions?
3. Ask:
	* **What would make this a great call for you today? What do you want to make sure we cover?**(allow silence and quiet) **Anything else?**
	* Before we dive into the assessment – let’s start with you and your journey – okay?  **Please share your journey with me.** **Tell me a little about how you ended where you are today.**
	* Now, **tell me about your greatest strengths**- what do you know and what do people say…?  (make sure they share MANY – listen for what ties to their assessment results – can share along the way “Did you see that in your report?? Etc..)
	* Okay that’s great!  now – What is your **greatest development opportunity right now?**  (just one – maybe two…)
4. **Now, let’s go look at your report** – and see if we can point out where the assessment shines a light on your strengths and anything we can uncover about your development goal and let’s make sure we (whatever he/she shared in step 3)
	* First, let’s **answer any questions** you highlighted as you were reading it…   (if no questions)
	* **Go Workplace Motivators** – Norms Graph (page 33) Use Memory Jogger Card)
		+ Explain – two sciences, two views – this part – Gas in Tank – not easily visible, not about ability but measuring INTEREST
			- Top #1 & # 2 = TOP INTERESTS – MOST INTERESTED IN…
			- Bottom #6 = LEAST INTERESTED IN…
			- Note what they are – **any surprises?  Any examples as how this shows up for you?**
		+ Look at Motivator Wheel. Share -on a team you usually have a mix – people who score #1 & #2 – on areas where you score #6 = can be friction or synergy.  With understanding – can be a GREAT working relationship.
	* **Go DISC Graph** – provide a summary of their Style,  Explain Adapted  (Use Memory Jogger Card)
		+ Explain – two sciences, two views – this part – How You Drive  –visible, not about ability – is behavior tendencies
		+ Look at DISC Wheel on a team you usually have a mix – people who are opposite from you = can be friction or synergy.  With understanding – can be a GREAT working relationship.
5. **Show them the Combined Pages** (DISC and Motivators) – and give them their Team Meeting or Triad Discussion Assignment.
6. **Personal Skills** - If they completed the TriMetrix Report (with the three sciences), take them to the third science - Personal Skills listing.
	* Have them review and **comment on the strengths, how they use them every day, and on any on the list that are a positive surprise.**
	* Look at the lower scoring items. **Have them select one or two of them, what are a surprise and/or are important to their life and work right now.**
	* Review the definitions of the skills you are discussing as found in the report and on TriMetrix University, [www.pricelessprofessional.com/learningbites](http://www.pricelessprofessional.com/learningbites)
7. Have them recap and update the Strengths and Development Areas list from the start of the conversation with any new information discovered during the call.
8. Have them determine and share the next steps. (If they are unsure of the next steps, guide them to plans for development using the tools at [www.pricelessprofessional.com/myassessment](http://www.pricelessprofessional.com/myassessment), please a conversation with their manager, goal setting and more.
9. Check in to see if they have any questions.
10. Provide a short overview of what was accomplished on the call – then ask them – “From all that we discussed today what have you found as most useful…?

**Other Coaching Debrief Tools:**

* [Talent Insights Debriefing Guide](https://s3.amazonaws.com/wakeupeager/dbg_tal_insights_self.pdf) You can also share this as an attachment or use it to create your own questions or homework.
* Watch how I [debrief the assessment in this video.](https://www.pricelessprofessional.com/self-paced-assessment-resources.html#video)
* Listen to this Podcast: [Talents Insights Team Building Success – 10 (+1) Practical Tips](https://www.pricelessprofessional.com/talent-insights-team-building-success.html)