

Conversation Starters

for taking personal accountability

Situational Performance Ownership™ equips learners with the knowledge and tools to initiate performance-related conversations.

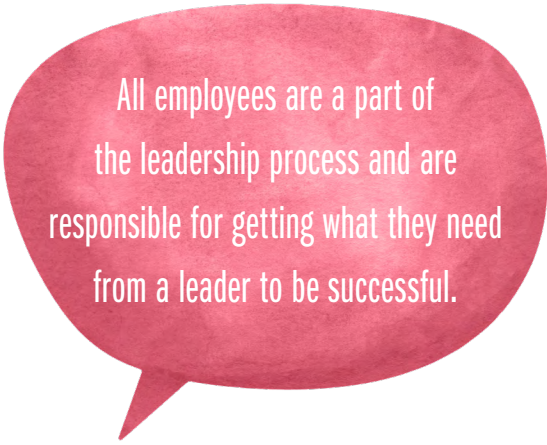
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Perhaps you have an upcoming performance discussion with your manager. Maybe you'd like to attend a group discussion or simply self-reflect on your Performance Readiness® for tasks you've been assigned. Whatever the case, the questions listed in this guide can be used to stimulate insight into your task-specific readiness and enable you to communicate your performance needs.

As an employee, it's important for you to recognize the clear connection between your performance and the success of your organization. Doing so allows you to perform to the full extent of your abilities while taking the initiative to be the driver of your success and engagement at work.

Owning Your Readiness

- ☐ What does performance ownership mean to you?
- ☐ What personal accountability measures do you have in place for yourself at work?
- ☐ What are you currently doing to take charge of your development?
- ☐ Have you ever had to lead without having formal authority? How was that experience?
- ☐ How would having more influence over people lead to better performance outcomes?
- ☐ When objectively assessing your own Performance Readiness® behavioral indicators, what did you learn about yourself?



All employees are a part of the leadership process and are responsible for getting what they need from a leader to be successful.

Task-Specific Performance

- ☐ Why is identifying the specific task an important first step in *Situational Performance Ownership™*?
- ☐ Are you able to identify specific tasks for your current role using the forest, tree, leaf analogy?
- ☐ Describe a time when a leader's lack of understanding of your task caused misalignment.

Assessing Your Performance Readiness®

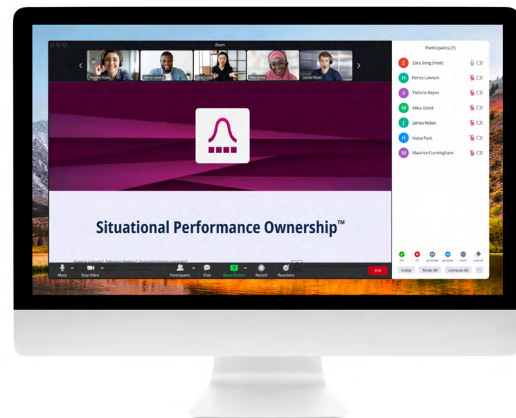
- ☐ How do you respond when receiving constructive feedback?
- ☐ Are you able to objectively distinguish between tasks you are performing and tasks you can perform at a sustained and acceptable level?
- ☐ Have you been in a situation in which you were given support from your manager but not enough direction for a specific task? If yes, describe the situation and the result.
- ☐ Have you been in a situation in which you were given too much direction and not enough support from your manager for a specific task? If yes, describe the situation and the result.

Communicating Your Performance Readiness®

- ☐ How do you currently advocate for yourself and communicate your needs to your manager?
- ☐ How comfortable are you proactively discussing your development needs with your leader?
- ☐ What is the benefit of communicating with your leader about what motivates you?
- ☐ How would you open a conversation about your Performance Readiness®?
- ☐ How does creating alignment by using Situational Leadership® and Performance Readiness® language enhance performance across the organization?
- ☐ How have you adapted your behavior to better influence someone else?

Managing Your Movement

- ☐ Are you committed to taking responsibility for accelerating your development? Why or why not?
- ☐ What everyday challenges have caused your Performance Readiness® to regress for a task? How did you address this change?
- ☐ What will happen if you don't take charge of your Performance Readiness®?



Own your performance and communicate information to your leader in a manner that supports improved performance outcomes.

Want to Learn More?

Situational Performance Ownership™ enables employees to communicate their performance needs to their leader and see themselves as part of the leadership process. They become accountable for achieving results using the same performance language and model used by their leaders.

If you would like additional information on the Performance Ownership Process™ and how to develop and build accountability in the workplace, visit **situational.com**.

“Leadership is not defined by position, but in terms of contribution.”

– Dr. Paul Hersey