

Session II - Date Client

SUMMARY

HP Teams - Communicating Effectively

color for lower third of scaling range
color for middle third of scaling range
color for upper third of scaling range

Average Responses of Participants per Session

Rated Response Summary (1=Low 6=High)		AVG	MODE	MED	SKEW	MIN	MAX	Session 2 A	Session 2 B	% of Change
1	I am clear about my "why"/values	4.49	---	4.49	---	4.22	4.76	4.22	4.76	9.04%
2	I see how working at CLIENT aligns with my values	5.12	---	5.12	---	5.00	5.24	5.00	5.24	3.92%
3	I understand more about what makes teams function well	4.82	---	4.82	---	4.58	5.06	4.58	5.06	8.00%
4	I know how to have a positive impact on my team's performance	5.01	---	5.01	---	4.89	5.12	4.89	5.12	3.72%
5	I understand the "norms" on my team	4.55	---	4.55	---	4.22	4.88	4.22	4.88	11.00%
6	I am confident in my ability to communicate effectively at work	4.76	---	4.76	---	4.58	4.94	4.58	4.94	6.04%
7	I am aware of the assumptions I make in my communication	4.37	---	4.37	---	4.21	4.53	4.21	4.53	5.31%
8	Active listening is a skill I understand and practice	4.56	---	4.56	---	4.42	4.71	4.42	4.71	4.75%
9	I am aware and intentional in all the ways I communicate	4.48	---	4.48	---	4.42	4.53	4.42	4.53	1.81%
10	I am optimistic that this is time well spent	5.06	---	5.06	---	5.06	5.06	5.06	5.06	0.05%

What are the values you hold that align with the values at CLIENT or how do you describe your "why" for working here?

Family
Belief in the leadership of the company, and confidence in the future.
Family, Discipline, Achievement
Trustworthy, Love
Integrity, sense of purpose
Respecting everyone around you
People first - 100% customer satisfaction

What are the Top 3 team norms that you believe are most important to the culture at Client?

Trust. Integrity. Honesty.
Caring about others, having fun, learning
Kindness, honesty, trust
Communicate better for a clearer outcome
Communication, consideration
Kindness/Love (Professional), efficient, integrity
Team appreciation, customer first attitude, hardworking team

Best take-away or learning for today is:

Know that my team members are all in this together
Search for meaning
We are all in this together, unity in group
Team exercises
Power of verbal communication
Listening
Perceptions of communication
I need t work on serious communication
Learning more about co-workers
Hearing the field guys talk about their first knee jerk response and then take a step back at what they should ask
Mindful and patient
Communicate using a foundation of love

One thing I will use/act on from today:

Being more effective when I speak

Listen better

Avoid temptation to evaluate

More interactive

Listening better

Active listening

Active listening

Understanding how body language affects communication

Be a better listener

I'll utilize the different ways of communication and practice implicit and explicit norms

Norms from rest of company

Respect the amount of work and stress people are under.

Comments on today's session and/or suggestions for future sessions:

Excellent - even more interaction - biggest benefit is getting to know one another

Great topics of conversation. Very engaging interaction/breakouts

More time on activities, better direction

Loved the HAIL Ted Talk, loved meeting the guys in the field, exercises and working with different people at each exercise was great!

I loved seeing and hearing from my co-workers outside of an office setting.