The Leadership Circle®

Virtual LCP Debrief Community-Chat Tips & Tricks

MARCH 26, 2020

11:41:15 From Lisa Kohn:
one thing i do is make sure they have the manual too, so i can send them to look at specific pages

11:41:17 From John Wittry:
I never provide the clients results in advance

11:41:37 From Randy Pomeroy:
I have a self assessment only debrief coming up. Please, can you share anything different about approaching these debriefs?

11:41:47 From Andy Johnson:
You can send just the qualitative data separately ahead and let them sit with just that in advance

11:41:49 From Stefano Olmeti:
Because I reveal the graph during the session, I give them some quiet time to review it after illustrating the example and before our discussion

11:41:55 From Jim Sims:
I have the graph and data report PDFs up on my alternate screens - when I screen share, I use the Adobe "draw" and highlight features to focus attn on points.

11:42:00 From Brian Houp:
I'm always conflicted on whether to send results in advance. Done it both ways.

11:42:05 From Hilary Joel:
I explain up front the idea of play to win/succeed vs. fear-based play to not lose.

11:42:07 From Kenneth Wendeln:
I like to walk thru the feedback comments that have the most impact and how they help understand the profile results.

11:42:10 From Wendy Moomaw:
If I'm concerned my client will be triggered, I will share the qualitative data the night before and then move to the quantitative data during the debrief.

11:42:10 From Luis Valderrama:
Explaining the objective of the debrief session at the beginning

11:42:17 From Wendy Preyssler, MCC:
With people who have reactive heavy results, whether in person or virtual, I make sure they know that it is not a reflection of being a good or bad leader. It just means that people want to see more of a particular creative characteristic in them.

11:42:38 From Dan Melendez:
Idea of a current snapshot in time

11:42:43 From Carolina Paez:
We have record an explanation of TLC and send it before to our clients

11:42:44 From Dan Melendez:
Not who you are as a person

11:42:50 From Stefano Olmeti:
Invite them to trust their curiosity vs needing to review everything is detail immediately

11:43:02 From Jan Nelson:
Yes ... you can use ZOOM Annotate to draw.

11:43:24 From Lisa Kohn:
I also always describe the competencies as coming from LOVE and the tendencies as coming from FEAR

11:43:30 From Sandy Reeser:
I also have the detail report handy and if they aren't sure about an area - I show them how to dive deeper to see if there's a difference by peer, direct report, etc.

11:43:36 From Lisa Kohn:
and that the tendencies either "saved their life" or at least they think they did

11:43:52 From Mary Lee:
I share with clients it is not about changing who you are but how others experience who you are. This is because results hit them so close to who they are.

11:43:57 From Stefano Olmeti:
It helps a lot to frame reactive tendencies as overused strengths

11:44:02 From Jenn Lofgren:
With clients worried or fearful about the results, I talk about how the information is out there in the world and now it will be visible to them. The only thing that changes is... now you know. And I remind them that they are the only ones that get to see these results and written comments.

11:44:02 From Ian Cook:
I have had feedback from a couple of Introverted clients that they appreciate having the entire data package in advance to review before the dialogue of the debrief.

11:44:03 From Luis Valderrama:
Telling them what it would be like receiving their results in reactive way and how it would be to receive them in a creative way, and that they can always choose in which way to receive them.

11:44:21 From MIGUEL NOGUEROL:
Taking first 3 minutes taking client to being present, ground and connect with their breath

11:45:17 From Sandy Reeser:
I end with getting an idea on their 1 Big Thing...not to boil the ocean

11:47:09 From Stefano Olmeti:
While the concern is often for reactive tendencies, I find that many of my clients (especially female leaders) have trouble accepting and owning they greatness (high creative tendencies)

11:48:33 From Brian Houp:
I'll "ATTEMPT" to show them a 'rough' timed agenda upfront. Sometimes it works well... not always. :-)

11:49:05 From Sandy Reeser:
@ Mary Beth - After debrief - I send them the interpretation guide so they can dive deeper into key areas - and sometimes I also send Bob Andersons video of From Safety to Purpose depending on the situation -

11:50:12 From Stefano Olmeti:
@Mary Beth - After debrief I send them a recap of the areas/competencies which they have said need their attention

11:50:55 From Luis Valderrama:
In most my coaching processes steps 2, 4 and 5 usually happens in a previous meeting where I get acquainted with my client and establishing agreements for the process. But I always review the model again in the debrief session.

11:54:50 From Kenneth Wendeln:
I also like to include a discussion on 'Immunity to Change' and what will get in their way of change.

MARCH 27, 2020

12:40:07 From Heather Esposito:
I always use foldout and use the zoom feature. Agree on the conversationality of it

12:40:13 From vic okerlund:
I always send out the comments ahead of time (whether virtual or not)

12:40:13 From danielallen:
I send their written comments in advance and ask them to read through and look for themes.

12:40:16 From Bette Hoffman:
I like asking - What surprises you? What delights you? What concerns you?

12:40:18 From Monique Jeffeson:
Does the debrief still take 90 mins with it moving to virtual?

12:40:21 From Carey Anne Curran:
Learning to be comfortable with silence as people think about the implications

12:40:22 From Heather Esposito:
Send the report in advance

12:40:30 From Betsy Leatherman:
I like to consistently check in with the person including!!! DO you have some water and have you eaten?

12:40:32 From Heather Esposito:
What are you most curious about?

12:40:33 From Maryann Hennessey:
I use the Gifts in the Reactive slide and have found this very helpful in reframing the reactive results.

12:40:34 From Kathy Ball-Toncic:
I make sure to ask them something frequently to make sure they feel involved

12:40:45 From Frank Faeth:
What does this tell you.

12:40:51 From Ray Weaver:
How do I need to be to best aid you through this debrief?

12:40:52 From Heather Worosz:
In the past, I liked to do the orientation to the model before the debrief so that they understand how to interpret their report. Then send their report 2 days in advance so they have a chance to digest and also process potential triggers so that they are more grounded and open when they come to the conversation to explore the data.

12:40:55 From Jan Campbell:
Send the report in advance with the handout outlining how to review your report.

12:41:03 From Tim Gustafson:
I share the slides associated with the leadership effectiveness and business performance - top 10% bottom 10%

12:41:08 From vic okerlund:
I also ask them to turn off other things on their computer:-) especially email

12:41:09 From Keith Edmunds:
Hello everyone! When I send out the data, I highlight the documents that may want to print, inform them which may be more effective in color, and let them know we will be sharing online and via paper depending on their preference

12:41:12 From Bob Tomes:
I like sharing the “Correlation to Leadership Effectiveness” this highlights the significance of each area and calms some people down.

12:41:15 From Deiadre Rauch:
I send out the LCP test profile and the LCP

brochure in advance, and often have an introductory phone call to cover the basics before their report is available.

12:41:17 From Bette Hoffman:
i share in advance too for a first digesting.

12:41:20 From Linda Beitz:
Keep reinforcing one is not good and the other bad - similar to gifts slide

12:41:28 From Daryl Nardick:
I often ask what is most important to you?

12:41:28 From Tom Hardison:
After going through the intro and data, I invite them to think of specific examples when they are using a creative competence or when they have been in a reactive tendency to explore and begin to apply

12:41:33 From Christie Garcia:
I like to consolidate the strengths and weaknesses from the written comments into very high level lists so they see the strengths and weaknesses of the reactive tendencies. This shows them immediately how they are over using the strengths.

12:41:34 From Heather Esposito:
agree on the whole circle is good

12:41:41 From Heather Esposito:
there are gifts all around

12:41:47 From Stephan Dix:
I find that letting clients know ahead of time some of the thing they might feel when the look through their results and to step back and then review agian

12:41:55 From Deiadre Rauch:
I give LOTS of examples for reactive behaviors that show the gifts.

12:41:57 From Kathy Ball-Toncic:
I ask how a reactive has contributed to their success

12:42:22 From danielallen:
I help them connect written comments with their graph percentiles

12:42:27 From Bette Hoffman:
Ask - what does this acknowledge about you?

12:42:39 From Christie Garcia:
I tend to focus on the reactive tendencies during the first debrief and then hit the creative half of the circle in the second meeting.

12:44:03 From Christie Garcia:
I also walk through the debrief booklet line by line so I can tailor the language to help the client take full ownership of their dominate reactors.

12:44:22 From Keith Edmunds:
In Life Story, ensure they connect current observable influencers with their behaviors, and I during debriefing will remind them of those elements of our conversation

12:44:58 From Ashley Abbott:
Towards the end, I teach them to “dig on their own” by following a trail:
1. start with a curiosity about the graph, 2. then go to summary tables, 3. then detail table, 4. then survey questions relating to the dimension, and then 5. looking it up in the interpretation manual. Then go back to the graph.

12:46:35 From Christie Garcia:
@Barbara wyckoff   I send the results in advance but I challenge them to not open and read them until 24 hours before our debrief. It actually works well.