Truvelop®

Data-Driven Coaching

DATA AS A CONVERSATION STARTER TOOLKIT

Inspire. Coach. Retain.

www.truvelop.com

LEVERAGE DATA TO EFFECTIVELY COACH AND INSPIRE YOUR TEAM

The Data-Driven Coaching **Toolkit** shares best practices and resources, provided by Truvelop, to help you best support and retain your team.

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Data and Development

Getting Started with Truvelop

INTRODUCING THE POWER OF DATA

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Read more!

Read more!

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Read more!

Read more!

Read more!

DATA IS THE KEY TO MEANINGFUL DEVELOPMENT

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The typical correlation between self-ratings and supervisory ratings of job performance is merely 0.22, which translates to a trivial 4% overlap between the two (HBR).

28% of employees report that feedback is too infrequent to help them improve (OfficeVibe).

91% of employees want personalized training (Zippia).

BREAKING DOWN SUMMARY REPORTING

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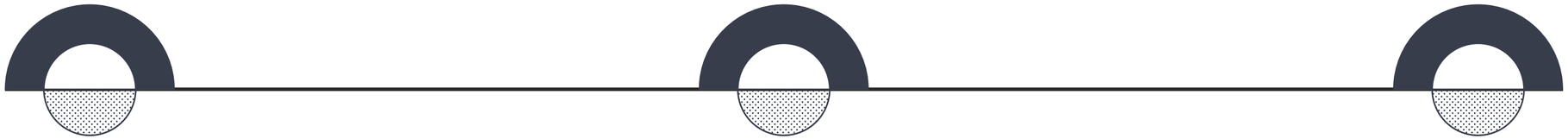

Manager Action

Each time you complete an Evaluation, you'll receive an Evaluation Summary. This summary includes the letter score, the type of performer the Team Member is, and suggested actionable next steps you can take to ensure efficient growth and development from the Team Member.

Evaluation Insight

The Evaluation Insight takes a slightly deeper dive into the Team Member's performance based on the most recently completed Evaluation. The insight shares additional details about how the Team Member is performing today and identifies actionable next steps.

Trend Status

Trend Status lets you know how the Team Member's current performance compares to their previous performance. It identifies the trajectory of how they've been performing and shares an actionable next step for you to take with the Team Member to ensure they develop positively and efficiently.

REINFORCE A GROWTH MINDSET WITH ACTIONABLE NEXT STEPS

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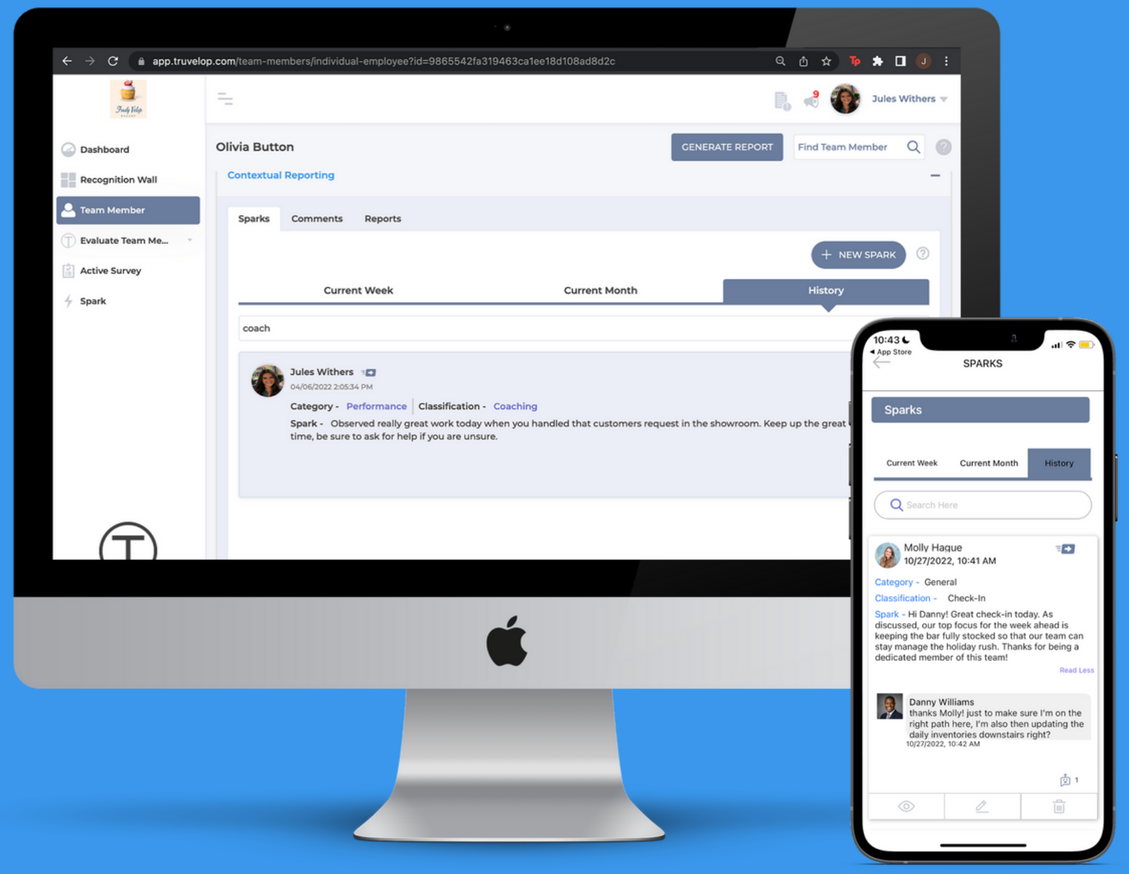
What Went Well?	What's Worth Improving?	What Will I Do Differently Going Forward?
Identify actions or behaviors that positively contributed to the team member's performance.	Identify any actions or behaviors that could have been better. What needs to change in order for the behaviors to improve?	What are the actionable next steps? How will we better leverage strengths and adjust behaviors that can be improved?

GETTING STARTED WITH TRUVELOP



In the App

Evaluate

Measure progress and assess who has the greatest potential with regular **Evaluations**. Did you notice any dips in performance? Let's check-in!

Develop

Leverage your Evaluation data, **in-app insights**, and **Knowledge Center** to drive meaningful check-ins. The employee's performance data is a great starting point to open the conversation around what's working well and where they need some additional support.

Perform

Deliver proactive feedback in the moment, when it counts with **Spark**. Open the conversation and leave room for the Employee to respond.

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PERSONALIZE YOUR CHECK-INS WITH WHAT NOW, WHAT NEXT?

Development conversations aren't one-size-fits-all. Different topics will be relevant depending on where the employee is currently performing. With **What Now, What Next?**, you can find conversation starters, questions to ask, discussion topics, and recommended actionable next steps.

LEARN MORE HERE

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PROACTIVELY COACH YOUR TEAM BASED ON CURRENT PERFORMANCE

The Cue Cards break What Now, What Next?, down another level. The **Proactive Management Cue Cards** highlight what it means for a Team Member to be a certain type of performer, why it matters, and shares actionable next steps and conversation starters.

DOWNLOAD THE CARDS HERE

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ENTER DEVELOPMENT CHECK-INS WITH A STRATEGY

Coming into development conversations prepared and with a sense of purpose can lead to a more productive and meaningful experience for everyone involved. These **Meaningful Touchpoint Guides** are meant to help you organize your thoughts and document your next steps.

DOWNLOAD THE GUIDES HERE

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UNDERSTAND THE DATA THAT YOU HAVE TO BEST SUPPORT YOUR TEAM

In August's Lunch and Learn, the Truvelop team explored how managers can leverage their Truvelop data to drive meaningful development conversations with their direct reports. Watch **Navigate Coaching Conversations with Data** to learn more.

WATCH LUNCH AND LEARN HERE

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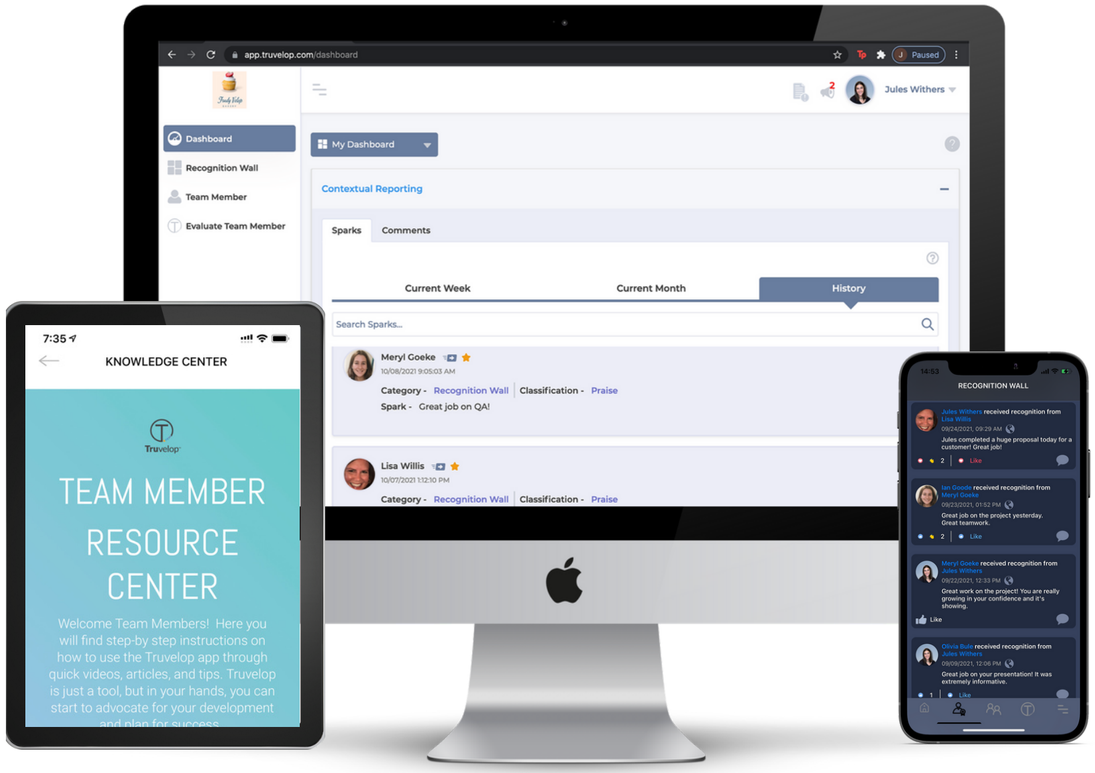

Looking for additional guidance? We're here to help!

Contact us today to get started.

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