

In school you get report cards. Lots of 'em. Like six or eight report cards every year. What is the point of all of those grades? Well, it turns out that assessing your performance—stopping to figure out how you are doing—is one of the big keys to getting better. Think about it. Is there much chance of you earning an A if your teacher keeps giving you B's on every assignment but never tells you why.

Likewise, can you reach a destination if you don't even know where you are at the start? It would be super hard right?

The key to getting better is taking an honest look at your current performance. And, that's what Module 6 of this training program is all about. In it you'll ask about your strengths? Your weaknesses? And, most importantly, how you can improve your Lead2Play program to make it better.

We've included three assessment tools in the Lead2Play training program.

- The Leadership Growth Chart
- The Participant Survey
- The Grading Your Team Worksheet

These tools are designed to provide the feedback you need to be your best.

The Leadership Growth Chart is in Module 5. It asks you to think about six key leadership traits you'll be working on as a Lead2Play volunteer.

On it, you assess your positivity and responsibility. Do you show up prepared? Do you have all of the equipment you need before you lead? Do you smile and greet kids by name? Do you project good energy? Do you make games fun?

You'll also assess just how clear and assertive you are. Do you have a strong voice and good posture? Are you calm and in control? Are you good at explaining rules and demonstrating skills?

Finally, you'll assess your heart for service and your ability to appreciate others. Are you involved in Lead2Play for you or for the kids you serve? Are you quick to give credit to others? Are you ready with a positive comment when participants do something right or are you more prepared for a put down that you think makes you look cool?

On the chart, you assess your own leadership traits. But, you can also ask other people who you trust to help you with this. For example, you might turn to your Lead2Play Leadership Coach. Or you might ask other team members to assess how you are doing.

You should agree to some ground rules for giving each other feedback.

Rules like these:

- Start with the positive.
- Be constructive. Comments should build people up not tear them down. And, advice for changes should be specific and actionable.
- Focus on one or a few areas of improvement so you don't overwhelm.

Then, listen and work through the issues that arise. Keep in mind that we are all flawed in some way. No one is perfect. And the first step to making a change is admitting you have a problem. So, don't be afraid of your faults. They are part of being human. The most important thing is to always have a growth mindset. You can change. You can get better. Just keep at it.

In addition to the Leadership Growth Chart we've included a Participant Survey to help you assess your efforts. Take these regularly to give your participants a voice. Your Lead2Play team should take this feedback very seriously and make plans to improve based on the feedback you get. You might also get a small group of students together to discuss your findings and get additional feedback in person.

The last assessment tool we have provided is one for your team. You should assess your team's performance every few weeks. The same feedback rules should apply. Start with the positive; be constructive; and, focus on a few areas of improvement.

Sometimes team members don't work well together. There are so many different personalities to consider. And we all bring our own backgrounds and emotional baggage to any enterprise. Keep this in mind as you work with team members. Give each other some grace---room for each other's weaknesses--but also hold each other accountable.

But, most importantly, keep asking how you can get better. Focus on that. Use the Lead2Play assessments to find out where you are now. But, then let them guide your improvement plans.

That's it.

Good luck!