

THE EXTRA POINT

BY JERRY ROBERTS



410 Some Things to Consider When Evaluating Workers

More today with John C. Maxwell from the 2019 Live2Lead Guam conference. We'll be asking ourselves questions about the evaluation of people on our team. I'm Jerry Roberts and let's see if some of those questions surprise you. That's next on The Extra Point.

Evaluations take place once a year in most organizations. Some do it twice. That said, I once heard the chairman and CEO of General Electric, Jeffrey Immelt, state at one of our leadership conferences that he evaluates his workers every time he lays eyes on them.

It was one of those jaw-dropping moments. I thought, "Every time you lay eyes on them?" When I began to think about it, what Immelt said made perfect sense. Human beings are wired to judge, to evaluate. You can tell yourself that you don't do it, but you do. We all do. Our brain is constantly calculating.

It's natural for a manager to evaluate his/her workers. Here are some questions John C. Maxwell offered at one of his leadership events that you might be able to use, and I'll add a few comments along the way.

- What is this person's capacity to learn and grow? Maybe I'm really thinking about whether or not it's a good idea to invest money in them.
- Do they use what they learn? If I send them to training will they apply the principles and ideas they pick up? Will they change?
- Are they self-motivated? Do I have to hound them to get going every day or can I trust them to do what they need to do?
- Are they stable and calm, or do they lose their cool when problems arise? I need people who maintain their composure under pressure. A lot of people can't do that, so the ones who can are those I can count on when needed.

Do they play well together with the other kids. In other words, do they have people skills?

- Are they creative? Do they stretch resources to get a job done? Can they make something good out of very little, or even nothing at all?
- When they try to solve a problem and it doesn't work, will they quit and come asking for help, or will they search for another solution? I want people who don't give up at the first sign of adversity or their plan hits a snag, or hits a wall. I may not like the fact they fall short on something, but if they give it their best try to figure things out — after a failure — I'll hang in there with them for a while.
- Do they go with the first potential solution, or look for options? Sometimes the first thought is all you need, and sometimes it's not. This is what the art and science of brainstorming is about — coming up with multiple ways to look at issues. By the way, if you do end up bringing me a problem that you can't solve, please also bring me options to solve it...and your best recommendation for which one to use.
- Finally, is this a person who finds solutions in problems or finds problems in solutions? This is a mindset question.

John C. Maxwell is one of five exceptional speakers at this year's Live2Lead conference. For details on how your team can attend and reap the benefits of their powerful presentations, go to guamtraining.com.

That's The Extra Point. Get out there and make something good happen today. For 93.3 and the Ray Gibson Show, I'm Jerry Roberts.

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