

# Evaluation Module Program Outline

## Part I – **The roles of the Evaluator** - Don

Motivator, - create a climate for motivation by recognizing improvements the speaker has made, help the speaker to recognize that improvement is possible

Facilitator - Offers suggestions for improvement noting the difference between evaluations and criticism. Importance of providing specific methods for improvement. Also difference between evaluating and judging.

Counselor using tact and sensitivity encourage the speaker to try again

## Part II – **Preserving self-esteem as an evaluator** - Peter

Self-esteem preserves personal growth

Feedback reinforces personal growth

Personal growth nourishes self-esteem

Increased self-esteem promotes growth

Guidelines for building and maintain self-esteem when you evaluate:

Be genuine, recognize strengths, recognize improvements, create a climate for motivation, avoid value judgements, provide positive direction

Methods for Effective Evaluation – Tell and Sell, Tell and Listen, Problem Solving (why we use the Tell and Sell method in TMs, but also value of Tell and Listen as well as the Problem Solving methods.

## Part III – **How to Evaluate Effectively** – essentially the Healthy Club Evaluation Module: - John

Show That You Care

Suit your evaluation to the speaker

Learn the Speaker's Objective

Listen actively

Personalize your Language

Give Positive Reinforcement

Help the Speaker Become motivated

Evaluate the Behavior, Not the Person

Nourish Self-Esteem

Show the speaker how to improve

## Part III – **The Speaker Has Responsibilities, too.** - Joel

Prepare well, communicate goals to evaluator, help your evaluator prepare, listen, empathize with your evaluator, prepare to change

ICS participants will be the individual evaluations for these 4 speakers.

TMs and ICS participants will serve as General Evaluator to evaluate the evaluators via a group discussion.