

# Practicing leadership: Observer's notes

Use this sheet of paper to record your observations and notes for your group during the activity. You should not give any help, guidance, or interact with the group during the activity. You are the silent Observer. You can look at the Director's original drawing, listen to the instructions from the Director, listen to the Runner's instructions to the Builders, and watch the Builders make the replica model.

Below are some guiding questions for you to think about as you watch the activity. Remember the skills tested in this activity are: Communication style, coaching style, training style, and leadership style.

## Director

- 1) What type of communication style do you notice from the Director?
- 2) Are they asking for "repeat-backs" from the Runner to make sure the instructions have been understood?
- 3) How specific are they being with their instructions?
- 4) Generally, what is their strategy for success in this activity?

## Runner

- 1) Is the Runner asking clarifying questions to make sure they understand the instructions?
- 2) Do the Runner and the Director seem to have a system for how they are tackling the drawing—i.e. Are they going box by box, or trying to explain the whole drawing at once?
- 3) Is the Runner giving clear instructions to the Builders? What is their communication system? Is it working?
- 4) What's being lost between the Director's instructions and the Runner's instructions, if anything?

## Builders

- 1) Is the Builder asking clarifying questions from the Runner in order to make sure they understand the concept and big picture?
- 2) What are you noticing as the most challenging aspect of this activity for the Builders?
- 3) Generally, how well are they replicating the original model?

## General questions

- 1) What was the most challenging aspect of this activity for your team? What was the most successful?
- 2) What is the biggest thing they could improve to do a better job? If we did this activity again, what advice would you give to your team before it begins?

## TAKE NOTES BELOW

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