



"Unless commitment is made, there are only promises and hopes; but no plans."

Peter F. Drucker

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Commitment to Action

Do you often leave meetings wondering how committed participants are to the messages and goals presented? Rather than simply reviewing a laundry list of to-do items, consider asking your attendees what they intend to do as a result of the meeting. In fact, if you make it an open-ended question you may be astonished by what you hear.

Sometimes you'll hear confusion or misinterpretations. That's good. It gives you a chance to correct any misperceptions and get everyone headed in the right direction.

Other times, you will hear your exact words parroted back to you with the appropriate action items and due dates. This is an opportunity to validate their assignment, provide encouragement, and/or ask if they need any additional resources or assistance.

Finally, when the planets are aligned (or you have a fabulous meeting facilitator), you may be blown away by a long list of actions that the participants are willing to take to champion the cause (e.g., increased sales, improved customer service, collaboration, teamwork, new marketing strategies). They might surprise you with innovative and sincere personal promises that exceed anything you would have thought to ask for.

It can happen and recently at an intensive, two-day meeting with professionals from more than 15 different departments they made specific, observable commitments in front of their peers in order to lay the groundwork for a large, multi-year project.

If you are interested in [meeting facilitation](#) and boosting the level of commitment to action in your organization, please contact [Kammy Haynes](#).

Is Testing Legal?

A frequent question when talking to people about pre-employment testing is whether it is legal to do so. The answer is yes as long as:

- 1) The tests measure job related knowledge, skills, abilities or personal characteristics.
- 2) The items on the test are not an invasion of privacy.
- 3) You have a replicable process so that each test taker has the same experience.

If you do these things your testing program will be legal and you will select the best people out of your applicant pool.

To learn more about legal and valuable [pre-employment testing](#), please contact [Warren Bobrow](#).