

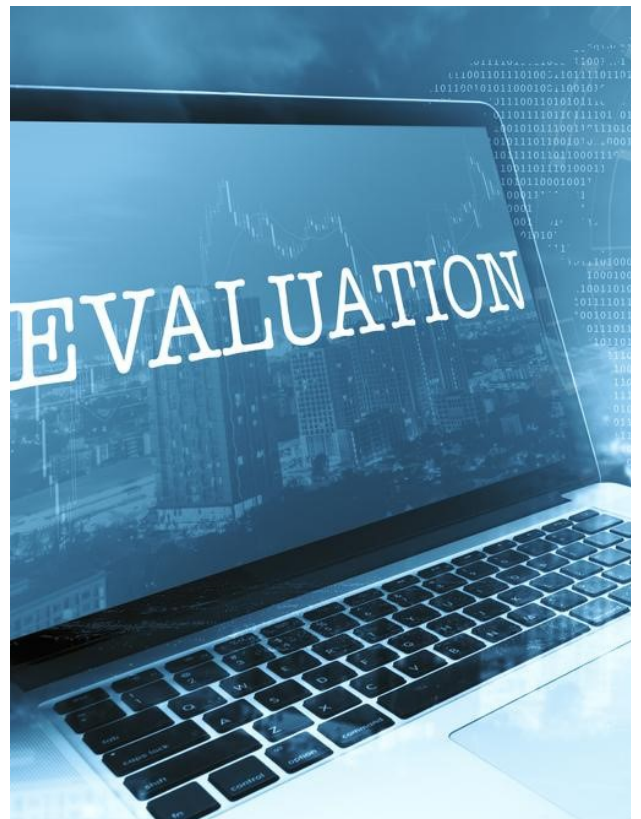


Effective Evaluations Fundamentals

WHY?

WHAT?

HOW?

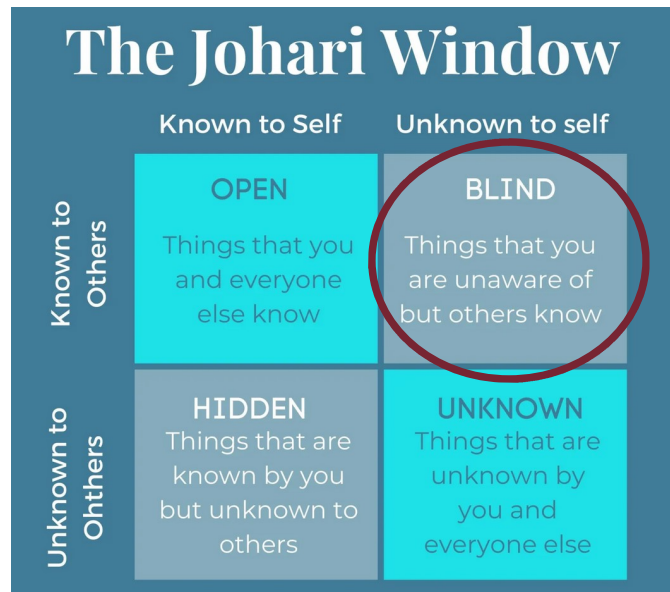




YES
I want to
evaluate

WHY?

- **Support**
- **Growth**
- **Empathy**
- **Coach**



Why people want to become effective communicators:

- gain knowledge and skill
- meet a specific need
- gain material rewards
- earn credit towards recognition
- gain pleasure
- build self-esteem
- build self-confidence
- win acceptance and esteem from others

We improve as speakers

- Behavior (Speech)
- Feedback (Evaluation)
- **Improvement**
- Behavior (Speech)
- Feedback (Evaluation)
- **Improvement**



WHAT?

What is important for you when receiving feedback?

















































































































Please use the chat!

What is important for you when receiving feedback?

What can you observe during a speech?

Please use the chat again!

110 STEPS™ OF COMMUNICATION

NERVOUSNESS			VOICE			BODY LANGUAGE				FACIAL EXPRESSIONS		LANGUAGE		ULTIMATE LEVEL													
1		7		16		25		33		42		51		60		69		76		85		94		103			
Swaying			Register / Pitch			Up-Down talk			Filler sounds		Confident posture		Struggling shoulders		Pointing		Progression		Horizontal movement		Neutral		Adapted		Hexacolon		Loves presenting
2		8		17		26		34		43		52		61		70		77		86		95		104			
Squirming			Slow pace			Volume increase			Prosody		Neutral Posture		Intensity variation		Volume/Size		Empowering head angle		Bent knees		Matching		Flow		Tricolon		Role playing
3		9		18		27		35		44		53		62		71		78		87		96		105			
Irrational movement			Fast pace			Volume decrease			Melody		Base Pace		Functional		Regulators		Unfunctional head angle		Amplification		Dramatising		Strong rhetorics		Repetition		Total intensity transition
4		10		19		28		36		45		54		63		72		79		88		97		106			
Stroke / Fidget			Base pace			Unfunctional pauses			Articulation		Affect		Smooth		Rhythm of speech		Standard head angle		General eye contact		Mouth		Filler words		Anaphora		Acts out the obvious
5		11		20		29		37		46		55		64		73		80		89		98		107			
Flight / Freeze			Timbre			Relaxation pause			Voice climax		Feet		Distinct		Signs		Amplifying head movement		Sweeping		Eyebrows		Negations		Epiphora		Present and authentic
6		12		21		30		38		47		56		65		74		81		90		99		108			
Unbalanced Feet			Emphais			Strategic pause			Dramatising		Hips		Adapted size		Imaginary props		Stage Presence		Focus		Forehead		Repetitive words		Alliteration		Synchronicity
	13		22		31		39		48		57		66		75		82		91		100		109				
	Playful emphasis			Effect pause			Language change			Angle		Standard pace		Drawings		Anchoring		Attire		Eyes		Absolute words		Correctio		Contrast	
	14		23		32		40		49		58		67			83		92		101							
Base volume			Vocal Fry			Sound effects		Relaxed		Adapted pace		Affect display		Vertical movement		Self laugh		Strategic		Climax		Visualisation					
15		24				41		50		59		68			84		93		102								
Varied volume			Elongated vowels			Dramatising		Full out		Sounds		Power areas			Straight face		Valued		Anadiplosis								

David JP Phillips

HOW?

Techniques

- **HSF = Heard | Saw | Felt**
- **COD = Content | Organization | Delivery**
- **Speech Project Objectives**

Techniques

- **HSF = Heard | Saw | Felt**
- COD = Content | Organization | Delivery
- Speech Project Objectives

HSF

Evaluation Worksheet

	Speakers Strengths	Suggestions for Improvement
Heard		
Saw		
Felt		

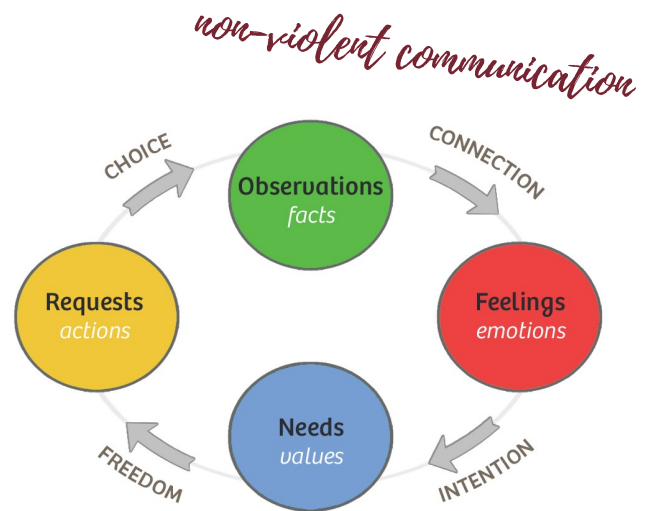
Behaviors

- Show that you care
- Suit your evaluation to the speaker
- Learn the speaker's objectives
- Listen actively
- Personalize your language
- Give positive reinforcement
- Build a motivational climate
- Evaluate behavior – not people
- Nourish self-esteem
- Show the speaker how to improve.



Language

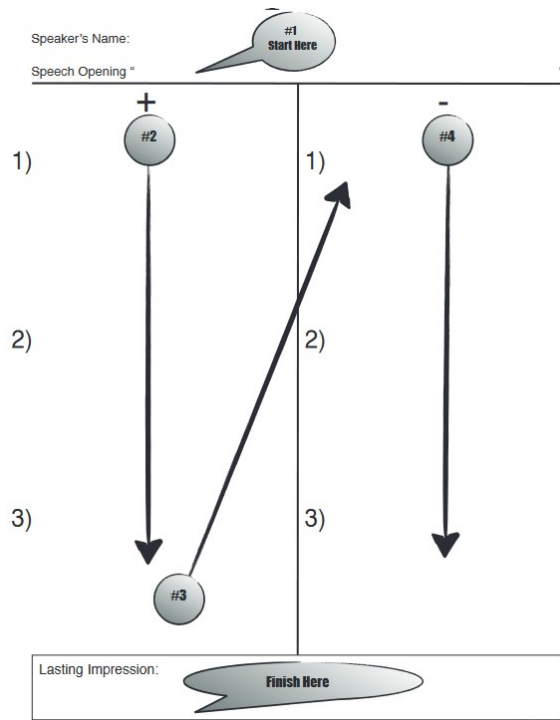
- My reaction was...
- It appeared to me...
- I felt that you...
- I suggest...
- I think your next speech will have a stronger impact on me if you...
- A technique I have found helpful is...



Key Activities

- Listen attentively
- Plan your evaluation
- Emphasize strong points as well as areas of possible improvement
- Finish with a short summary and on a positive note
- Keep it short (2-3 minutes) and to the point

Roadmap to Success



#Example

HSF

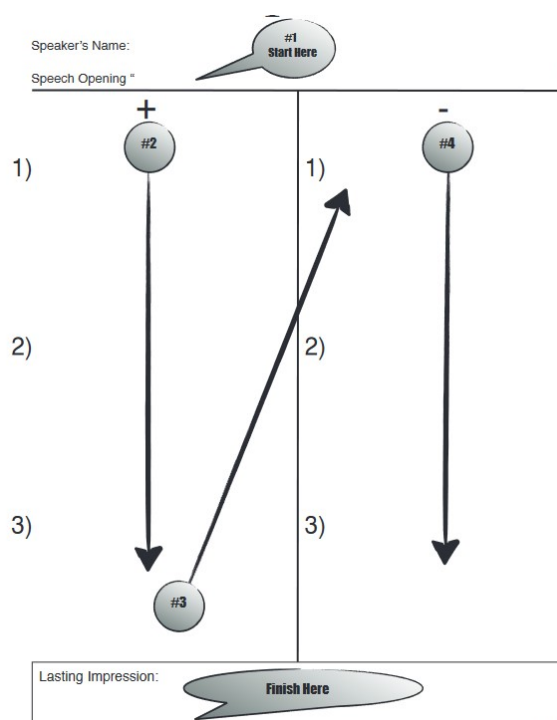
Evaluation Worksheet

	Speakers Strengths	Suggestions for Improvement
Heard		
Saw		
Felt		<i>Breakout</i>

Breakout rooms :)

What did you hear - see - feel?

Roadmap to Success



Time to practice...



ICE BREAKER?



YES
I want to
evaluate



Thank you!

Evaluate us:
<https://forms.gle/uGarv38cnqyDLeyH9>