

SLII® Worksheet

1 Goal Setting

2 Diagnosing

3 Matching

Name	Date
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Identify Goal or Task	Diagnose Competence and Commitment		Confirm Development Level	Match Leadership Style	Choose Leadership Behaviors	
Goal or Task	Competence	Commitment	Development Level	Leadership Style	Directive Behaviors	Supportive Behaviors
Low Some High Goal-Specific Knowledge/Skills Transferable Skills	Low Variable High Quality of Motivation Confidence	D _____ If split diagnosis, what is the performance trend? ☐ ↑ ☐ ↓ or ↔	S _____ Current: S _____ Oversupervising? ☐ Undersupervising? ☐	☐ Set SMART goals ☐ Show and tell how ☐ Establish timelines ☐ Identify priorities ☐ Clarify roles ☐ Develop action plans ☐ Monitor performance	☐ Listen to concerns ☐ Facilitate problem solving ☐ Ask for input ☐ Explain "why" ☐ Acknowledge and encourage ☐ Share information about organization ☐ Share information about self	
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SMART goals are S pecific M otivating A ttainable R elevant T rackable	COMPETENCE Goal-Specific Skills Transferable Skills		COMMITMENT Quality of Motivation Confidence		DEVELOPMENT LEVEL D4 D3 D2 D1 D4/3 D3/4 D3 D3/2 D2/3 D2/3 D1 D1/2 D2 D2 D1 D1/2 D2/1 D2	D4 D3 D2 D1 If split diagnosis, what is performance trend? ↑ = higher development level ↓ or ↔ = lower development level		High Supportive Low Directive: S3 S2 Low Supportive Low Directive: S4 S1 D4 D3 D2 D1	High Directive High Supportive High Directive Low Supportive
						Get agreement	Get agreement	Get agreement	