

Mid-Year Debriefs

A quick overview of the ENGAGE mid-year debrief, with tools and resources to help you have your best ENGAGE conversation yet.

Helpful Resources

★ [Check out the ENGAGE Conversation Guide](#)

[Use the STAR Model to give more effective Feedback](#)

[Try these Coaching Conversations Starters!](#)



Click to open a resource!

ENGAGE 2.0

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Overview

What is it?

The mid-year debrief is a two-part conversation between supervisor and team member. First, talk about their achievements and challenges for the first half of the year. Don't forget to share their ENGAGE evaluation results! Next, discuss upcoming development opportunities and areas where they need support.

Why do it?

It helps build trust and open communication with each team member, as well ensures everyone is clear about their strengths and expectations.

How does it work?

Agree on meeting time and discussion topics. Discuss team member strengths, development opportunities, and share key goals for the next six months!

Call to action!

Schedule a mid-year debrief conversation with each team member by the end of July.

4 Tips for an Effective Mid-Year Debrief

1. **Make it a two-way conversation.** Seek out the team member's goals and aspirations! Don't treat the mid-year debrief like a performance evaluation. If you want it to stick with employees, it must be a two-way conversation, with both sides contributing.
2. **Take time for reflection.** Before meeting, take time to think about the team member's performance from the whole first half of the year.
3. **Create a coaching moment.** Supervisors should act as coaches, not judges. You're on the same team, after all. Give guidance, not judgment.
4. **Leave the meeting with clear next steps.** After reflecting on the past, you and your team member should plan for the future.

Source

Our Solution



Call to action!

Don't forget to share your Upward Feedback results as part of the mid-year debriefs!

What's Your Supervisor Coaching Philosophy?

A coaching philosophy is a tool to help guide coaches in their process of coaching. It is a critical part of a coach's success. Each coach and coaching philosophy is different. And that's okay! Use the resources below to start to develop your own coaching philosophy today.

- How to develop a personal leadership philosophy, *Drew Dudley*
- Radical Candor, *Kim Scott*
- Develop your leadership philosophy, *Mike Figliuolo*



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