

Plus-Delta: A quick, simple, and anonymous way to gain insights from your team

A "**Plus - Delta**" is a data collection tool that enables a facilitator, team leader, etc. to gather information about a particular issue. Generally, participants are more apt to provide input/feedback because **it is completely anonymous** and takes only a few minutes to complete. This method is useful in a variety of situations, such as problem-solving, needs assessment, strategic planning, and particularly, process evaluation. It provides a good picture of "where you are now" and minimizes confusion and misunderstanding around stated issues. Used with regularity, the Plus-Delta is a great tool for continuous improvement!

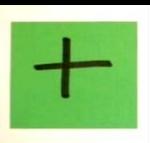
1. **Plus:** what brings value to the situation; what is working well; etc.?
2. **Delta:** what can the team change, eliminate, or add to bring more value? In what areas can the team do better?

Below is an example of using the Plus-Delta as a way to gather insights and information about leadership effectiveness. After the Plus-Delta is administered there are several ways to debrief the exercise:

1. Collect and compile the responses into one main document; distribute the compilation prior to the next team meeting for in depth discussion and prioritization
2. In small groups, ask team members to talk about their responses; determine areas of priority; report out to the group at large

No matter the debriefing method, you will most likely notice areas of commonality. This could indicate a sense of urgency and/or prioritization. You may also note that there are some responses in both the Plus AND the Delta columns [i.e. some think their leader communicates very well; others may think he/she doesn't communicate effectively at all]. When this happens, it's a great springboard for deeper conversation.

Think about your leadership experience – i.e. your effectiveness and impact on the performance of your subordinates; your abilities to "balance leading with being liked," to hold others accountable, to ensure subordinates have a clear understanding of your expectations [and, you, theirs]; your willingness to accept feedback; etc.



List three (3) things (or more) that you are doing that supports your effectiveness as a leader.



List three (3) things (or more) that you are doing [or, have done] that is undermining or creating a barrier to your effectiveness as a leader.