

WALK YOUR PDR

A performance and development review (PDR) can advantageously take place while walking. It provides oxygen to the brain, and you avoid sitting face to face. Nature can also be used as a break in the conversation and inspire reflection.

A PDR (Performance and Development Review) has one main character, the employee. At the same time, the development that is planned must be in accordance with the organization the employee works in. The balance between what the employee and the organization want is created in the conversation.

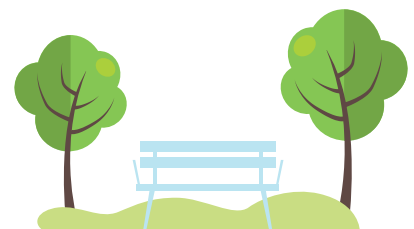
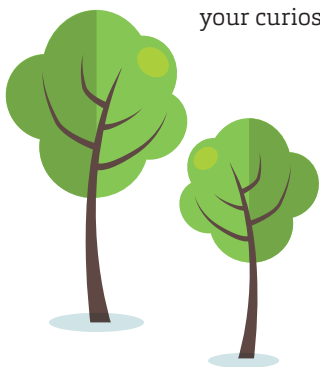
Three important questions to ask during a walking PDR are:

- **Where should you go?** Agree on where you want to go and whether it requires special footwear or clothing.
- **What development does the employee desire?** It is important to make room for dreams and visions in an employee development interview. Wishes and thoughts should be formulated and discussed during the conversation.
- **How can the employee's wishes be fulfilled?** This is where you become concrete and discuss the balance between the employee's desires and the organization's situation - and plan how what you agree on can be realized.



Before and during a PDR in nature, you can use the following three useful tools to sharpen your focus:

- Start by **grounding** yourselves. Sit down, close your eyes, and take 3-5 minutes to completely relax. Take deep breaths and let your thoughts disappear.
- **Micro-experiences.** You can also incorporate an exercise where you walk quietly and have the task of spotting small details on the trip. For example, animal or plant life. Afterwards, talk about what you have discovered and how you can strengthen your curiosity towards each other in everyday life.
- **Use your senses along the way.** To create constructive breaks in the conversation, you can include one or two sensory breaks along the way. For example, walk without speaking for five minutes and focus on the sense of smell and hearing. Afterwards, you can talk about what you have sensed – and then discuss how you can become better at noticing the small details in everyday life and in your collaboration.



SKOVEN SOM
**SAMTALE
RUM**
Ledelse og medarbejderudvikling
www.skovensamtalerum.dk

www.skovensamtalerum.dk

 **Tæl
SKRIDT**

www.taelskridt.dk

 **DANSK
FIRMAIDRÆT**