Inviting LUMEN Raters

I am focused on my growth and development process, using a technology called LUMEN, which allows for continuous feedback on specific goals – like a fitness tracker for a development goal. I value your perspective. Using LUMEN is like having an open 360 survey where you can leave a rating and if so desired, a brief note in less than 30 seconds.

As you know pursuing a goal takes time and requires pausing to assess progress toward the desired goal. The best way for me to assess is by receiving your input. In order for me to work on my goal, I need perspective from others (you) to help me see what I should **keep doing** because it is effective, as well as what I should **do differently**. Ideally, I would like your rating weekly or every other week. We can discuss rating best practices.

Sample invitation to a rater. You can use template at bottom of page to tailor to your needs.

> The goal I would like your feedback on is "Hearing People Out" (**goal name**). Out of excitement I tend to jump in, cut off, and shut down discussion (**description of what I want to stop doing**). In order to encourage new ideas, better solutions and enhanced relationships I am aiming to allow others to complete their thoughts (**why the goal**). I would ask that on a weekly basis (**rating frequency**) you rate me on my behaviors overall. Also, if there is a moment where you observe me listening to someone's entire thought process before asking questions, please make an entry in LUMEN as this is a behavior I want to repeat (**example effective behavior**). If you see me cutting someone off, please do not wait until the end of the week to share your perspective – immediacy works well (**example of ineffective behaviors I want to modify**).

TEMPLATE FOR CONVERSATION

Goal Title	The goal I would like your feedback on is _____ (name goal)
Why the Goal	I am working on _____ (goal title) because I want to be more effective _____ (insert why you want to work on goal; think of this as benefit statement)
Rating Frequency	Please rate me on a _____ (insert how often you want rating; weekly, 2 x month, etc.) basis.
Effective Behavior(s) Example	When you see me doing more of _____ (describe ideal behaviors) please provide me a positive rating and note inside LUMEN so I know what I need to **keep doing**.
Ineffective Behavior(s) Example	When you see me doing / engaging in _____ (describe the ineffective behavior[s] that you are trying to **stop doing**) please provide me a lower rating, such as a rating of ____ (insert # that means "improvement opportunity" to you) so that I know what to **stop doing.**