

A red pen lies diagonally across the frame. Several pieces of white paper are crumpled into balls, scattered around the pen. The background is a light, neutral color.

Welcome to Week 6

NINE LIES in NINE WEEKS
Learning Series + Book Club

LIE 6: PEOPLE CAN RELIABLY RATE OTHER PEOPLE

Discussion Questions

- 1. How have ratings played a part in your life at work? At school? At home?**
- 2. Why do you think companies rely so heavily on ratings?**
- 3. Why are our ratings of others systematically error-filled? Why can we not reduce this error by adding more ratings – as in, why are all 360 degree surveys filled with error?**
- 4. Do we use ratings on our team? Do any of them work well for us? Why?**



TRUTH 6: PEOPLE CAN RELIABLY RATE THEIR OWN EXPERIENCES

Discussion Questions

- 1. After an operation, whom does the physician ask to rate the pain of the patient? Why does he/she trust this person's rating?**
- 2. Have you participated in a survey recently? Which sorts of questions did you instinctively feel you could respond to reliably?**
- 3. Why can we never rate the competencies or qualities of another person?**
- 4. (Bonus statistics question: why is 'reliability' the foundation of all proper data-based discoveries?)**

TRUTH 6: Connect + Commit

What's your biggest breakthrough from this chapter?

What will you do differently on Monday?

- As a team member?
- As a leader?
- As a parent, partner, friend?

On Monday, I will **stop** _____

On Monday, I will **start** _____

Any questions we still have as a team?

*We will submit these to Marcus