

TELL → SHOW → WATCH → REVIEW

Tell → Show → Watch → Review

Turn knowledge into demonstrated capability.

Training can give you information. Capability develops when you understand what good looks like, see it done, practice it yourself, and receive useful feedback.

TELL*Explain it***SHOW***Demonstrate it***WATCH***Practice it***REVIEW***Improve it***START WITH ONE CAPABILITY**

Capability I am developing:

Four-Area Capability:

- ☐ Business Management
- ☐ Internal Business Process
- ☐ Customer & Business Relationship Management
- ☐ Learning & Growth

Person helping me develop this capability:

Primary development dimension:

- ☐ Knowledge — *What I need to know*
- ☐ Skills — *What I need to be able to do*
- ☐ Behaviors — *What I need to do consistently*
- ☐ Experience — *What I need to have navigated*

Real situation where I can practice it:

01 — Tell**EXPLAIN THE THINKING**

What do I need to understand?

What does good look like?

What mistakes or risks should I watch for?

What questions do I still have?

TELL IS COMPLETE WHEN:

I can explain what I'm trying to accomplish and why.

02 — Show**SEE IT DONE**

Situation I observed:

What did they do?

What did they notice or consider that I might have missed?

What would I have done differently before seeing this?

SHOW IS COMPLETE WHEN:

I can describe what effective execution looks like.

PRACTICE THE CAPABILITY

Practice the Capability

*Watching isn't capability. Doing is.***03 — Watch****NOW I DO IT**

Situation where I practiced:

What I intended to do:

What I actually did:

OBSERVER NOTES

What worked:

What was missed:

Where did I need help or prompting?

WATCH IS COMPLETE WHEN:*I've demonstrated the capability myself — not simply discussed it.***04 — Review****TURN EXPERIENCE INTO IMPROVEMENT**

What worked and should I repeat?

What should I do differently next time?

What did I learn that I didn't know before?

What do I need to practice again?

IS IT BECOMING A CAPABILITY?

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| ☒ I understand it. | <i>I can explain what I'm doing and why.</i> |
| ☒ I can do it with help. | <i>I can perform it with guidance or prompting.</i> |
| ☒ I can do it independently. | <i>I can perform it effectively without someone directing me.</i> |
| ☒ I can do it repeatedly. | <i>I can draw on it when different situations require it.</i> |

Where am I today?

☐ Understand
 ☐ With Help
 ☐ Independent
 ☐ Repeatable

What needs to happen before I move to the next level?

REPEAT AS NEEDED**TELL → SHOW → WATCH → REVIEW****WHAT TO DO NEXT****Return to your 90-Day Development Plan.**

Record what you practiced, what happened, and what you learned. Then identify the next real situation where you can use the capability again.