

AgileNVC: Differentiating Observations from Evaluations

Part 1: For the following statements, do you consider the speaker to be making an observation, evaluation or a mixture of both? Circle one.

Part 2: If you believe a statement is other than pure observation, write down what might be said to make it evaluation free. Translate them into an observation: what might be going on that the speaker is expressing. In other words, make it up.

Example: Mary Ann is a strong woman.

In this case the speaker is communicating their evaluation of Mary Ann, not an observation. What is Mary Ann doing that the speaker evaluates as being 'a strong woman?'

A possible translation: Mary Ann continues to say what's on her mind even when other people voice other opinions.

- A) (O, E or O+E) Last sprint the team's velocity was 214 points.

- B) (O, E or O+E) Your code is ugly. My code is really elegant!

- C) (O, E or O+E) Sam did not follow my orders.

- D) (O, E or O+E) Jane is a great facilitator. Whenever she facilitates, the meetings go really well.

- E) (O, E or O+E) George talks a blue streak at every sprint planning session.

- F) (O, E or O+E) Our team is more Agile than your team.

- G) (O, E or O+E) Henry was the first one who showed up for our standup this morning.

- H) (O, E or O+E) We can't get enough time and attention from our product owner. He's a real jerk!

- I) (O, E or O+E) Luke told me Jim was a creep.

- J) (O, E or O+E) Lucy criticizes her ScrumMaster about three times a week.