

Participant Pre-Work

Prepare the following in advance of the Performance Management Meeting on May 12th

Reflection Question

Take a moment to consider and write a response to the question:

How do you aspire to manage others and why does management matter to you?

Readings & TED Talk

Complete these two recommended articles and watch Dan Ariely's TED talk.

1. *Kill Your Performance Ratings*, Strategy + Business, by David Rock, Josh Davis, and Beth Jones
 - a. Link: <http://www.strategy-business.com/article/00275?gko=c442b>
2. Don't Be Nice, Be Helpful, Harvard Business Review, by Peter Bregman
 - a. Link: <https://hbr.org/2011/03/dont-be-nice-be-helpful/>
3. *What Makes us Feel Good About Our work?*, TED, by Dan Ariely
 - a. Link: https://www.ted.com/talks/dan_ariely_what_makes_us_feel_good_about_our_work