



**Division of
Enrollment Management**
UNIVERSITY OF WISCONSIN-MADISON

Guiding Questions to Ask Before, During, and/or After CLI Curriculum Performance Conversations

The questions below are merely suggestions. It is not necessary to ask any of these questions during the performance conversation. They are just examples of questions that can be asked when discussing the goals and accomplishments of team members related to the CLI Curriculum.

Developing Trust & Belonging

1. What can I do to better support you in your CLI learning journey?
2. Do you feel comfortable opening up, giving feedback, evaluating results, and participating in collaborative processes in our unit? If not, what can I do to assist?
3. Are there ways to make our team meetings or communications more inclusive?
4. Can you be your authentic self at work? If not, what can I do to assist?

Choosing Future Trainings/Experiences

1. Is there anything you learned during a training experience in the past that surprised you?
2. Of the four CLI Curriculum domains:
 - General Knowledge
 - Reflective & Developmental Self-Work
 - Interpersonal & Group Work
 - Organizational & Systems Workwhich do you want to make your primary focus for this year?
3. What are some areas or topics that you hope to explore this year?
4. Is there a particular social difference or facet of identity you'd like to explore more this year?
5. Are there any groups or individuals within DEM that would be helpful to create a learning community with to engage you or the team in this work?

Assessing the Past Year

1. What have you done to further your knowledge/understanding about identity and difference this year?
2. How have you demonstrated what you've learned?
3. Of the trainings/experiences you participated in this year, which were the most meaningful to you?
4. If you could recommend one training/experience from this year to me or your teammates, which would it be?

Integrating Learning into Work

1. How do you plan to apply what you've learned this past year to your work?
2. What are some ways that as a unit, we can apply more of what you've learned into our work?
3. Are there any additional resources we need to apply what you've learned into our work?
4. Are there any groups on- or off-campus that we should be partnering with more?