



## EPISODE RECAP: APRIL 15, 2005

THE APPRENTICE | 9/8 PM THURSDAY | NBC

### RECAP:

Nice to see Chris control his temper through an entire episode, but there was a lot more to learn last night about team dynamics.

It's really difficult to supervise people you consider friends. People often worry about being liked rather than getting the job done. Last night, no one on Net Worth was willing to give any one critical or developmental feedback. Chris, being project manager, was most responsible for giving feedback, and he didn't.

### STEPS:

**HERE ARE SOME STEPS TO HELP YOU WORK WITH FRIENDS.**

#### 1. SEPARATE BEHAVIOR FROM INDIVIDUAL

This is important because people who supervise friends know that the person is likely to take any critical or developmental feedback personally.

#### 2. DESCRIBE DESIRED BEHAVIOR

Speak in specific quantifiable terms about the behaviors you want and need to see.

#### 3. STATE THE DESIRED OUTCOME

Restate why you are asking them to do what you're asking and remind them of the goal.

#### 4. SHOW APPRECIATION

Thank them for listening and understanding

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