



# THE VALUE DETECTOR

## Mentor Discussion Agenda

### RESOURCES

- The Value Detector: How to Use This Tool
- The Value Detector Worksheet
- The Value Detector Example: Value-Added Output Nouns

### AGENDA

1. Discuss the following:

a. The definition of Value-Added Output.

*Something you produce—a service, physical product, event, document, or other countable output—that is proven to influence Relevant Business Results.* The Five Characteristics:

i. Countable

- It's countable, without the need of direct observation.

ii. Clarifies When It Counts

- Criteria are established, and agreed on, defining objectively when or whether the output has been accomplished.

iii. Defines Efficiency

- It can be accomplished frequently enough to show a trend.

iv. Provides a Challenge

- The Value-Added Output is challenging enough that the most competent workers successfully produce it markedly more often than less skilled workers.

v. Affects Relevant Business Results

- Improvement in production of the Value-Added Output can be shown to improve the linked business results.

2. Review the complete list of Value-Added Outputs.

- a. Share your Value-Added Outputs Worksheet with your mentor.
- b. Focus on why you wrote each Value-Added Output.

3. Evaluate each proposed Value-Added Output.
  - a. Refer to the five characteristics.
  - b. Modify the Value-Added Outputs and prepare them for the manager discussion.
  - c. Keep notes of this discussion. What you discuss now will contribute to the discussion you'll have with your manager. Your manager will be pleased that you've taken the time to think through and evaluate the Value-Added Outputs you share.