

Fatherhood Performance Workshop

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*Welcome to the **Fatherhood Performance Workshop!***

You are about start a process that might bring extraordinary benefit to your kids, your spouse, your family, and your community. How? By helping you become a better father.

The Fatherhood Performance Workshop is simple, but powerful. However, it contains no magic, and there are no guarantees. It requires some real thinking about what you want most for your kids, an honest self-assessment of how well you are currently doing as a father, some creative choices on what you might do differently, and a commitment to make the changes needed to improve your performance in the most important responsibility you have – being a good dad.

Sounds simple enough, right?!

You can do the Fatherhood Performance Workshop alone, with a friend, in a group, or with your spouse. There is much to be said about discussing your views with others -- and learning from their own self-assessments, strengths, weaknesses, hopes, and commitments.

However you decide to proceed, welcome and good luck!

Bill

Fatherhood Performance Model

The Fatherhood Performance Workshop follows the Model below. (It is simpler than it might look at first). At the center of this exercise is the focus on helping you become a better father. You will explore the Attributes you most want to use when describing your kids. You will examine the Values you believe in and the Roles you are playing, hopefully in support of those Attributes. And you will assess what Behaviors you should Stop, Start or Continue in order to improve your performance as a dad.



You will assess your current performance, make some decisions of how to improve, and finish with an action plan that you can start executing right away! So jump right in.

Fatherhood Scorecard – Attributes

Instructions:

- 1 Read the list of Attributes* below. (*From *Fatherhood: In Pieces*)
- 2 Choose the several Attributes that you most want your child/children to have. List these Attributes on the grid below. Add others if you wish.
- 3 On each of these selected Attributes, rate yourself (strong to weak) on how well you are instilling these Attributes in your child/children.
- 4 Check where you need to make changes in order to improve.
- 5 Try to discuss your selections, ratings and where you need to improve with others.

Strong	Self-sufficient	Productive	Analytical	Resilient	Empathetic
Moral	Happy	Well-adjusted	Confident	Respectful	Self-aware
Mature	Successful	Independent	Other	Other	Other

How Am I Doing Now?

Attribute	Strong 5	4	3	2	Weak 1	Score	Change? (Y/N)
Total							

Fatherhood Scorecard – Values

Instructions:

1. Read the list of Values* below. (*From *Fatherhood: In Pieces*)
2. Choose the several Values that you believe are most important for YOU to believe in and live by in raising your child/children. List these Values on the grid below. Add others if you wish.
3. On each of these selected Values, rate yourself (strong to weak) on how well you are living these Values.
4. Check where you need to make changes in order to improve.
5. Try to discuss your selections, ratings and where you need to improve with others.

Helping them make decisions	Making tough decisions	Teaching them by doing	Instilling values
Playing by the rules	Following through	Working hard	Laughing with them
Playing with them	Making rules	Setting boundaries	Letting them fail
Staying connected	Putting them first	Loving their mother	Being honest
Tapping into their passion	Getting to know each one	Spending time with them	Carrying them through the storm
Providing a role model	Listening to them	Being responsible	Loving them unconditionally
Not being naïve	Other	Other	Other

How Am I Doing Now?

Value	Strong 5	4	3	2	Weak 1	Score	Change? (Y/N)
Total							

Fatherhood Scorecard – Roles

Instructions:

1. Read the list of Roles* below. (*From *Fatherhood: In Pieces*)
2. Choose the several Roles that you believe are most important for YOU to perform in raising your child/children. List these Roles on the grid below. Add others if you wish.
3. On each of these selected Roles, rate yourself (strong to weak) on how well you are performing these Roles.
4. Check where you need to make changes in order to improve.
5. Try to discuss your selections, ratings and where you need to improve with others.

Provider	Protector	Mediator	Listener
Coach	Disciplinarian	Teacher	Friend
Guide	Role model	Other	Other

How Am I Doing Now?

Role	Strong 5	4	3	2	Weak 1	Score	Change? (Y/N)
Total							

Fatherhood Scorecard – Behaviors

Instructions:

- 1 Go back and review the Attributes, Values, and Roles you selected.
- 2 Review your ratings and where you noted you need to change.
- 3 What changes do you need to make? What Behaviors should you *start*, *stop* or *continue* doing? Be specific.
- 4 Answer the *Why*, *When*, and *How* questions for each Behavior.
- 5 Try to discuss your action plan and your commitments with others.

My Action Plan and Commitments

Behavior	Why?	When?	How?
<p>I will start/stop/continue (circle one):</p> <hr/> <hr/> <hr/>			
<p>I will start/stop/continue (circle one):</p> <hr/> <hr/> <hr/>			
<p>I will start/stop/continue (circle one):</p> <hr/> <hr/> <hr/>			

My Action Plan and Commitments

Behavior	Why?	When?	How?
I will start/stop/continue (circle one): <hr style="border: 0; border-top: 1px solid black; margin: 5px 0;"/> <hr style="border: 0; border-top: 1px solid black; margin: 5px 0;"/> <hr style="border: 0; border-top: 1px solid black; margin: 5px 0;"/>			
I will start/stop/continue (circle one): <hr style="border: 0; border-top: 1px solid black; margin: 5px 0;"/> <hr style="border: 0; border-top: 1px solid black; margin: 5px 0;"/> <hr style="border: 0; border-top: 1px solid black; margin: 5px 0;"/>			

A few thoughts on Action Plans and Commitments:

- Don't try to do many things at once. Pick a few and get started. Do them well. You can add more later.
- Come back and revisit your ratings periodically. Are you improving? Is something holding you back? Can you do better?
- Some people suggest making changes with the help of other people. Perhaps you have gone through the *Fatherhood Performance Workshop* as part of a small group. Perhaps you have gone through the *Workshop* by yourself, but have discussed your ratings and Action Plans with other(s). Perhaps you have been working alone. In any case, you may want to identify a personal "Board of Directors," that is, a person or two whom you trust and who can periodically help you assess if you are keeping your commitments. It could be someone from your group, your spouse, or a friend. Someone willing to help you make the changes you seek, and help you improve your Fatherhood Performance.

Go for it! And good luck!