

Skill Radar — Facilitator Run Sheet

Folder: skill-radar · Category: self-assessment · 6–16 people · 20 min · offline + online · print props · tool pack

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20

MINUTES

6–16

PEOPLE

print props

SETTING

Skill Radar — Facilitator Guide

Each person plots their own capability across five or six axes as a radar (spider) chart, overlays the shape the role actually needs, and targets the one spoke that falls short. The shape — not the average — is the whole point: a 3.5 average that hides a sharp gap is exactly what a single number can't show.

How this differs from `advantage-compass` : The Advantage Compass audits *where your time and strengths are deployed* against a personal strategy. Skill Radar audits *the shape of what you can do* against what a specific role requires. Run the compass when the direction is the question; run this radar when the capability gap is the question — usually right after a role change, before a development plan, or at the first 90 days.

Objectives

By the end of the activity, participants will have:

1. Plotted an honest self-shape — 1–5 on five or six axes the role genuinely lives or dies by.
2. Overlaid the **target shape** the role actually requires, and seen the distance between the two polygons.
3. Committed to one concrete action on the single shortest spoke, with a dated re-plot to prove the polygon moved.

When to use this activity

- A role has just changed — new hire, promotion, internal transfer — and “what should I get good at” needs a picture, not a wish list.
- Development conversations keep collapsing into one confidence number (“I’m fine overall”), which hides where investment should actually go.
- You need a first 90-day plan for onboarding, or a shared frame for a team capability review — without grading people against each other.

Setup

Clock: twenty minutes end to end. Give it thirty if every person writes their own axes from scratch — the axis quality decides the read quality.

Space: one desk or tile per person; enough wall for taping the team overlay if you run the whole-room variation.

Materials per person:

Item	Source
1 × blank radar grid (five or six spokes)	<code>skill-radar-prop-cards.pdf</code> print page, or draw the spokes on plain A4
The six card faces — choose-axes, self-rate, plot, target-shape, the-gap, one-invest	<code>skill-radar-prop-cards.pdf</code>
2 × pen, different colours	one for the self-shape, one for the target shape
1 × blank card	<code>skill-radar-prop-cards.pdf</code> — for naming the one action and the re-plot date

Grouping: 6–16 people assessing a shared role (or running it solo on a role they hold). Below 6 works fine as a pure self-assessment.

Roles: everyone plots their own radar; you keep the axes role-specific, protect the “read the shape, not the average” rule, and end on one spoke — not all of them.

How to run it

Time	Phase	Facilitator does	Participants do
0–4	Axes	“Name 5–6 capability axes this role lives by — not generic ‘communication’.” Read one bad and one good example aloud.	Write the axes onto the spokes; swap generic words for the exact skills the role demands
4–10	Plot	Keep them honest: 1–5, evidence behind each mark. “Read the shape before you read any single number.”	Rate themselves on each spoke, connect the points
10–15	Target	Hand the target-shape card. “Second colour now: what does this role actually require?”	Sketch the needed shape over their own polygon; measure the distance
15–20	Invest	Force the single spoke: “Not all of them — the one.” Names and dates on every action.	Mark the spoke furthest from target; write one concrete action and a re-plot date

Then run the debrief — see `skill-radar-debrief.md`.

The card

The six faces step the run in order — choose-axes, self-rate, plot, target-shape, the-gap, one-invest — so a person working solo can read the next move off the deck instead of from a facilitator. The grid keeps the spokes evenly spaced, because a lopsided template distorts the shape more than an honest rating ever will. The gap and invest faces exist to stop the classic failure: a plotted radar nobody converts into one dated action becomes wall art.

Failure modes

1. **Everyone rates 3s across the board.** A flat safe circle means they’re avoiding the read. Rescue: “which spoke, if it stayed a 3, would actually cost you this year?” — force the shape.
2. **Twelve axes.** An unreadable radar hides the one gap behind noise again. Rescue: cap at five or six — the axes the role genuinely lives or dies by.
3. **It becomes a ranking of people.** Rescue: re-anchor to the target shape — every radar is compared to the role’s needs, never to a neighbour’s polygon.
4. **The average gets read as the grade.** “3.5 overall” is exactly what this tool exists to destroy. Rescue: cover the numbers and describe the shape in one sentence.

Variations

- **Online:** a shared whiteboard with the spoke grid; each person plots on their own copy, then all polygons go up at once. The overlay of shapes is the debrief material.

- **Pair or manager overlay:** have a trusted peer draw the same person's radar; the mismatch between the two shapes is the feedback conversation, without blame.
 - **Team radar:** plot every member on the same axes; the collective outline shows where the team is strong and which single spoke nobody can cover.
 - **Onboarding:** run it on day one against the role's target shape — it becomes the first 90-day plan, one spoke at a time.
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Facilitation notes

- Read the shape, not the average — say it before the first plot and repeat it at the compare. A spiky polygon with one short spoke is a finding; a smooth “3.5 everywhere” is usually unexamined.
 - Rate against what the role requires, not against colleagues. A radar is a self-versus-requirement picture, not a league table.
 - The action written at minute 15–20 must survive a week: one move, one owner (the person themselves), one re-plot date.
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Put it on the wall

Print `skill-radar-activity-poster.pdf` (A3) to keep the two rules — read the shape, target the one spoke — in view while people plot.

Props in this folder

- `skill-radar-prop-cards.pdf` — poker-spec print sheet (63.5 × 88.9 mm, bleed and cut guides): the six step faces, a blank radar grid, blank action card, branded backs
 - `skill-radar-guide.md` — this run sheet
 - `skill-radar-debrief.md` — the debrief questions and the failure modes of the debrief
 - `skill-radar-run-sheet.pdf` — the print edition: this run sheet + the debrief, bound as one A4 document with bookmarks
 - `skill-radar-activity-poster.pdf` — the whole tool on one A3 wall sheet: the run, the two rules, the watch-outs
 - `skill-radar-start-here.md` — one page, thirty seconds, then print and go
 - `SKILL.md` — machine-readable manifest for AI agents
 - `*-Letter.pdf` — US Letter editions of the print documents
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Agent version

Every file in this folder has a stable public URL — an AI agent can fetch the cards, the debrief and this run sheet with three curl commands (see `SKILL.md`). The paper version needs nothing but a printed grid, two pens and the deck.

Skill Radar — Debrief

A radar is a decision tool, not a portrait — the debrief is where the polygon turns into one invested spoke.

Use with `skill-radar-guide.md`. The invest phase at minute 15 is the compressed version; this sheet is the full one.

How to run this debrief

- Keep every polygon on the table, self-shape and target-shape both visible. The argument of this tool is a picture; it dies when the paper gets folded away.
- Ask “what does the shape say” before anyone reads a number aloud. The average is the enemy of this debrief.
- Close on one spoke, one action, one re-plot date. Two is already a wish list.

Read the shape

- Look at your polygon, not its average. Which spoke is obviously short? That’s the finding, whatever the numbers say.
- Did the target-shape surprise you? Many people discover the role needs a very different shape than the one they’ve been optimising.
- Are two spokes linked — one short spoke only looks small because the other, that feeds it, is short too?

The six debrief questions

1. The mismatch.

“If a peer or your manager plotted your radar too, where would their shape differ from yours?”

→ Targets: the self-awareness signal. The gap between the two shapes is the feedback conversation, without blame.

2. Capability or confidence.

“Is the short spoke a real capability gap, or a confidence gap — you can do it but don’t rate yourself?”

→ Targets: the fix differs for each — one needs learning, the other needs reps and evidence.

3. Hard or starved.

“Is that spoke short because it’s hard, or because you’ve never had the opportunities?”

→ Targets: distinguishing a learning need from an access need; the second is a conversation about work allocation, not study.

4. The smallest push.

“What’s the smallest concrete action that pushes the chosen spoke out — and by when?”

→ Targets: converting the picture into a decision. A radar without a next action is wall art.

5. The re-plot.

“When will you re-plot, and what will you look at first?”

→ Targets: the only proof the investment worked is a moved polygon; the date makes it an experiment.

6. The uncovered spoke.

“If you plotted the whole team: which single spoke does nobody cover well — and is that a plan, a hire, or a hand-off?”

→ Targets: reading the team outline from personal shapes; naming the collective hole without naming a culprit.

Failure modes of the debrief

Failure mode	Why it happens	The rescue
Everyone rates 3s across the board	A flat safe circle avoids the read	“Which spoke, if it stayed a 3, would actually cost you this year?” — force the shape.
Too many spokes, no focus	Twelve-axis radars are unreadable and hide the gap behind noise	Cap at five or six — the axes the role genuinely lives or dies by.
It becomes a ranking of people	Comparisons are lazy; neighbours’ polygons are visible	Re-anchor: every radar is compared to the role’s target shape, never to each other. Two short spokes in two people are two different next actions.