

# **Self Evaluation Improves External Evaluation**

---

Bob Hoglund

Many years ago I worked with a small school district and Estherville, Iowa. The day before, I flew into Minneapolis, rented a car and drove about 3 hours to get there. The following day I worked with the elementary staff in the morning and in the afternoon presented to the middle and high school faculties. That evening I did a 1 ½ hour presentation on parenting from 7:00 to 8:30 p.m. In between the afternoon and evening session, I went back to the hotel, went for a run, had McDonald's for dinner, and then went back to the presentation.

There were at least 100 people in attendance and more than half were the same educators I worked with in the daytime on classroom and a school issues. As you can imagine, with three all presentations in one day, and travel from the day before, I was a little tired at the end.

Throughout the presentation I am emphasized the importance of self-evaluation, just as I had in the two daytime sessions. With about 5 minutes to go, a gentleman in the very last row by the door, raised his hand and stood up to ask a question. He said, "Bob, I like what you're saying about self-evaluation. I think it's good and will be beneficial for my daughter. But, she's going to go off to college and she probably won't come back to this community. I really don't think that her professors are going to ask her to self-evaluate in college. And when she gets a job, I don't think her employer is going to ask her to self-evaluate. So my question is... What you have to say about that? "

# **Self Evaluation Improves External Evaluation**

---

I have to admit the question caught me off guard, and my fatigue didn't help. I just stood there for a second, and somehow the following words came out of my mouth. "My experience is that people who know how to self-evaluate and do so on a regular basis, get the best external evaluations."

I truly believe what I said, but had never explained it that well before. It took a challenging question when I was tired to help me clarify my thoughts. When I tell the story in workshops, everyone agrees with me that *people who know how to self evaluate and do so on a regular basis, do get the best external evaluations.*