

POSE (Positives, Objectives, Suggestions, Encouragement)

Evaluation Mavens use the POSE technique when they want to evaluate based on the speech objectives. These could be the stated speech project objectives in the Toastmaster manual or they could be the personal objectives the speaker used to guide speech development.

The POSE technique focuses specifically on the speech objectives. It's like an expanded version of the SANDWICH technique. It starts with Positives (bread), adds in a number of Objectives and Suggestions (meat) and finishes with Encouragement (bread).

Here's how an Evaluation Maven uses the POSE technique. On a single piece of paper divide the page into the necessary number of rows and two columns. The number of rows depends on the number of objectives.....'Objective 1', 'Objective 2', 'Objective 3', etc. The columns represent 'The Speaker Strengths' and 'Suggestions for Improvement'.

All that remains for the Evaluation Maven is to select the top two or three strengths and suggestions, craft a statement of encouragement and deliver them in the evaluation speech.

POSE Technique - Evaluation Worksheet

	Speakers Strengths	Suggestions for Improvement
Objective #1		
Objective #2		
Objective #3		
Objective #4		

