

COACHING OTHERS FOR SUCCESS

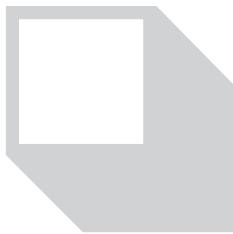
EMPOWER OTHERS
TO ACHIEVE THEIR GOALS

COACHING DEFINED

WHAT COACHING IS...



WHAT COACHING IS NOT...



DIRECTIVE COACHING

IS USED WHEN THERE IS A SKILLS OR EXPERIENCE GAP



NON- DIRECTIVE COACHING

IS USED WHERE THE SKILLS AND EXPERIENCE EXIST BUT A BEHAVIOUR CHANGE IS REQUIRED

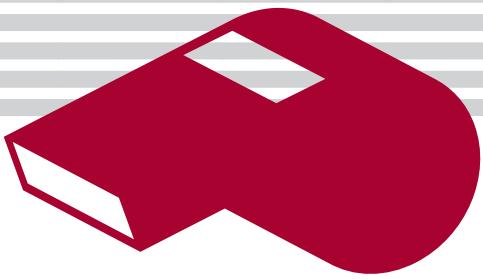
DIRECTIVE VS NON-DIRECTIVE



EXAMPLES OF DIRECTIVE AND NON-DIRECTIVE COACHING...

**THE BENEFITS AND LASTING OUTCOMES OF DIRECTIVE
AND NON-DIRECTIVE COACHING...**





GOLDEN RULES OF COACHING

- * BASED ON CONFIDENTIALITY AND TRUST
- * BELIEF THAT THE SOLUTIONS LIE WITHIN THE COACHEE
- * NON-JUDGEMENTAL
- * COACHING IS ABOUT THE WHOLE PERSON
- * COACH AND COACHEE ARE EQUAL PARTNERS
- * LOOKS TO THE FUTURE AND NEXT STEPS



SUPER POWERED BEHAVIOURS

1.

WHICH BEHAVIOUR WOULD YOU CHOOSE TO COACH
YOUR TEAM ON?

2.

WHICH BEHAVIOUR WOULD
YOUR TEAM CHOOSE TO RECEIVE COACHING ON?

3.

WHAT OBSTACLES MIGHT GET IN THE WAY OF
COACHING YOUR TEAM AND HOW CAN YOU
OVERCOME THEM?

PREPARING FOR COACHING QUESTIONS



WHY ARE YOU MOTIVATED TO
ACHIEVE YOUR GOAL?

WHAT MIGHT HAVE STOPPED YOU
ACHIEVING IT?

1

2

WHAT ARE YOUR EMOTIONS
AROUND ATTEMPTING TO ACHIEVE
YOUR GOAL?

WHAT ARE THE PERSONAL CONSEQUENCES
AND BENEFITS FOR YOU ACHIEVING
(OR NOT ACHIEVING) YOUR GOAL?

3

4



BARRIERS TO LISTENING

5 COMMON INTERFERENCES

THINKING YOU 'GET IT' OR KNOW THE ANSWER SO CUT TO A SOLUTION QUICKLY:

"WHAT YOU NEED TO DO IS..."

THOUGHTS, OPINIONS AND JUDGEMENTS ABOUT THE OTHER PERSON:

"YOU ARE THE KIND OF PERSON THESE THINGS HAPPEN TO BECAUSE..."

LISTENING AND INTERPRETING TO RESPOND WITH YOUR OWN THEORY:

"WHAT YOU ARE REALLY SAYING IS..."

IDENTIFYING AND WAITING TO SHARE YOUR OWN STORY ABOUT A SIMILAR SITUATION TO SHOW SYMPATHY:

"LET ME TELL YOU ABOUT A TIME WHEN THE SAME THING HAPPENED TO ME..."

CHECKING OUT – DRIFTING OFF AND THINKING ABOUT OTHER THINGS:

"HMMM I SEE..."

GOAL

- * WHERE DO YOU WANT TO GO AND WHAT DO YOU WANT TO ACHIEVE?
- * GOALS SHOULD BE CHALLENGING, INSPIRATIONAL, POSITIVELY FRAMED AND A STRETCH TO ACHIEVE.
- * CONSIDER HOW THE GOAL FITS WITH YOUR ORGANISATION AND TEAM GOALS, TARGETS AND CUSTOMERS.
- * SMART GOALS ARE BEST.

REALITY

- * SEEK TOTAL HONESTY ABOUT THE STARTING POINT OF 'WHERE ARE YOU NOW'.
- * TAKE TIME TO UNDERSTAND THE CURRENT REALITY AND WHAT HAS BEEN PREVIOUSLY ATTEMPTED BEFORE MOVING ONTO 'WHAT NEXT'.
- * THE REALITY STAGE IS CRUCIAL TO ENSURE BUY IN AND COMMITMENT TO THE GOAL BEFORE MOVING ONTO OPTIONS.



OPTIONS

- * WHAT ROUTES COULD YOU TAKE?
- * BRAINSTORM VARIOUS OPTIONS AND IDENTIFY OBSTACLES.

WAY FORWARD

- * COMMIT TO TAKING ACTION TO MAKE IT HAPPEN.
- * AGREE TIMINGS AND DELIVERABLES.
- * IDENTIFY ANY HELP OR SUPPORT THAT IS NEEDED.

GOAL

G.R.O.W. COACHING QUESTIONS

REALITY

- What goal would you like to achieve?
- What does that look like in practice?
- What will that enable you to do?
- What will other people be saying to you?
- What will you have that you don't have now?
- Imagine you have achieved it, what is different?

What is the current situation in relation to your goal?

On a scale of 1-10, if an ideal situation is 10, what number are you at now? What number would you like to be at?

How do you feel about this?

What impact is not achieving the goal having on you?

How does this impact other areas of your life?

What are you doing currently in pursuit of your goal?

What is getting in the way of your goal?

Who else does the goal affect?

GROW IN ACTION

OPTIONS

WAY FORWARD

- What ideas do you have on how you could achieve your goal?
- What alternatives do you have?
- What has worked in the past?
- Are there any obstacles in the way?
- What steps could you take to remove these?
- Who could help you with this?
- Where could you find out the information?
- How could you do that?

What actions will you take?

How and when will you do that?

Who will you talk to?

Is there anything you need to put in place before that?

How committed are you to taking that action?

What will it take for you to commit to that?

GOAL

**G.R.O.W.
COACHING
QUESTIONS**

REALITY

GROW REALITY

OPTIONS

WAY FORWARD

FRAMING YOUR COACHING CONVERSATION

1.

WHERE MIGHT THERE BE COACHING
OPPORTUNITIES?

2.

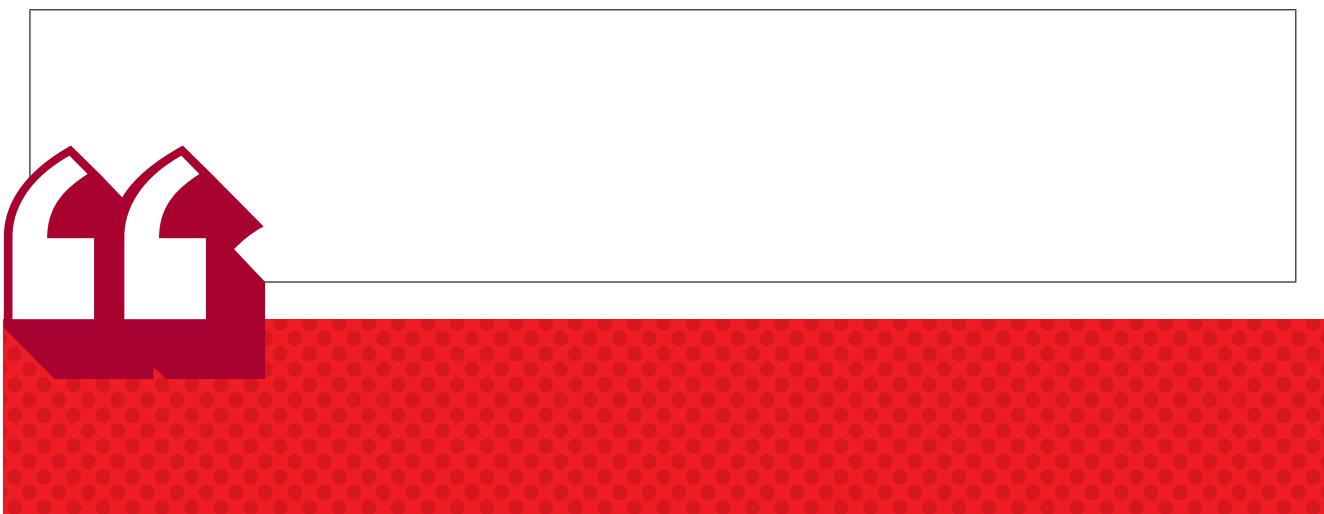
HOW CAN YOU GET THE BEST OUT OF THESE
OPPORTUNITIES?

COACHING COMMITMENTS

WHO WILL YOU HAVE A COACHING CONVERSATION WITH AND WHEN WILL YOU HAVE IT?

HOW COULD YOU BENEFIT FROM COACHING?

WHEN WILL YOU ORGANISE A COACHING CONVERSATION FOR YOURSELF?

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NOTES...



NOTES...



NOTES...

