

Coaching in Today's Workplace

The coach as a facilitator of ideas

Discussion questions:

- What is your vision for your life?
- What are your values?
- If you had no limitations what would you do?
- What are your fears?
- What have you done in the past to make this happen?
- How do you see your next step?
- How can I help?

The coach as a call to action

- Schedule regular coaching meetings-make the coaching sessions a priority.
- Be a mirror for the coachee, reflect what they may not see themselves.
- Help coachee to prioritize by assessing how and on what his/her time is spent.

The coach as a co-evaluator

- What's the reality vs. what's your dream?
 - Coachee completes self-assessment
 - Coachee selects colleagues to complete peer assessment
- Discussion questions:
 - What's missing?
 - What's keeping you from achieving your dream?
 - What do you need to do differently in order to achieve your dream?

Steps in the Coaching Process

- Gather information
- Set the stage
- Encourage self-assessment
- Clarify goals
- Explore perspective
- Create a feedback loop
- Know when to move on

References and Resources

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