

## What is the coaching experience like?

### Coaching is having...

- a **confidante** who listens and helps you safely explore:
  - new ideas and approaches
  - difficult situations
  - perceived obstacles to accomplishing work/life objectives
- a **guide** who assesses your goals, interests and abilities
- a **partner** in a thought-provoking relationship that is part of a **creative** process
- an accountability **expert** to help you take **action** to meet organizational and individual goals
- a **support** to help you learn **new tools** and **navigate** your path to achieve success
- an **experienced resource** that...
  - is **certified** in asking powerful questions
  - is **curious and intuitive**
  - **shares expertise** and experience as needed
  - is an **advisor** you can **trust** with confidential information
  - **builds** from your strengths

**The focus is on YOU.**

## What should I look for in a coach?

**The most effective coaching experience** starts with a good match between your preferences and the **experience, skills** and **style** of the coach.

Your coaching experience starts by considering areas in which you would like to develop. Next, **interview** potential coaches. We recommend that you review a few **coach profiles** and conduct face-to-face interviews.

During your interviews, you should learn about...

- the coach's **background** – how they came to be a coach
- their **areas** of expertise
- their **experience** coaching leaders with similar development needs
- their **approach** and **process** for change
- their **successful** coaching engagements
- how they handled various coaching **challenges**

**Self-selecting** the right coach is an **individual decision** and the first step to a successful coaching experience. Your success is worth the investment of time upfront.

**Fit is for YOU to decide.**

## How will I know the coaching is working?

**Motivation is the key.** The clearer you are about why you are entering the coaching relationship, the easier it will be to measure your success.

Use **coaching metrics** and an **action plan** that addresses development needs, new behaviors, and accountability for results to help you **identify successes**.

Common examples of coaching metrics might include:

- team exceeding sales goals
- receiving a promotion
- improved performance

Qualitative measures include:

- increased **awareness** (of self and others)
- increased **confidence**
- increased personal **effectiveness**
- improved **decision making**
- improved **collaboration** with associates, customers, and key stakeholders
- increased **morale** and motivation
- ability to **navigate** and handle change

Change does not happen overnight. Stay focused, make the commitment, be patient, and **embrace change**.

**YOUR growth is limitless.**

## How can I maximize my coaching experience?

- **Understand** the coaching process and be **motivated to move forward**
- **Share** previous assessment data, performance reviews and development plans
- **Orient** your coach to your organization, its culture and your role
- **Define** your areas for development and stay focused on **practicing** new behaviors
- **Involve** your boss and other internal stakeholders – **be open** about your coaching and continually seek feedback. Have a communication plan
- **Commit** yourself to a written action plan, commitments and expected outcomes. No excuses
- **Dedicate** yourself to **consistent**, scheduled meetings with your coach to **build** and **maintain** momentum for sustainable **growth**
- Be open to **receiving** constructive feedback
- Be ready to **listen** and **try** new behaviors
- **Practice...practice...practice**

**YOU get out what YOU put in.**