



Coaching Skills: How To Bring Out The Best In Others

Facilitated by Michael Riegel



Three Coaching Skills for Work and Life

- 1. Being Curious**
- 2. Anticipating and Overcoming Obstacles**
- 3. Creating Commitment and Accountability**

Coach Using The G.R.O.W. Model

GOAL: WHAT DO YOU WANT?	REALITY: WHAT'S THE CURRENT SITUATION?	OPTIONS: HOW MIGHT YOU GET TO GOAL?	WILL: WHAT'S THE PLAN?
<ul style="list-style-type: none"> • Help them articulate a specific meaningful goal. • It may not get uncovered in the first discussion. • As a coach, delve deeply to clarify the goal. 	<ul style="list-style-type: none"> • Help them articulate the "here and now" so they can map the journey to the goal. • <u>You</u> don't need a lot of data • Find out how <u>they</u> interpret the situation, and the impact on them. • Be objective and invite them to see the situation from different angles. 	<ul style="list-style-type: none"> • Help them brainstorm a list of potential actions to move toward goal. • Separate idea generation from evaluation. • Encourage creativity and brainstorm ALL potential ways to achieve goal before deciding on actions. • Offer your ideas <i>after</i> 	<ul style="list-style-type: none"> • Help them determine specific action plan they "own" and follow to achieve the goal. • Focus on forward momentum and converting the discussion to a decision. • Allow them to select relevant actions and decide how they want to be accountable.
<ul style="list-style-type: none"> • What do you want? • What are your interests? • What motivates you? • What will success look or feel like? • How does this goal fit with your overall career objectives? • How important is this to you? 	<ul style="list-style-type: none"> • Where are you now with this goal? • How do you know? • What has contributed to your success so far? • What's getting in your way? • What patterns do you notice in yourself? 	<ul style="list-style-type: none"> • What can you do to solve it? • What has worked in the past? What hasn't? • What are some alternatives? • What time and resources do you need to achieve it? • Who else needs to be involved? • What are the pros and cons of each option? • What might get you off-track, and how will you correct yourself? 	<ul style="list-style-type: none"> • What are you going to do next? And what else? • By when? • On a scale of 1 to 10 how committed are you? • What would make this a 9 or a 10? • How will you stay committed to this when challenges arise? • When would you like to check back in about this?



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