



HIGH PERFORMANCE COACHING

Coaching others doesn't need to be as challenging as one thinks when you know how to ask the right questions. Mostly, good coaching is taking an honest interest in helping someone achieve his or her full potential.

TWO KEY STARTER QUESTIONS:

- #1 "Are you coachable?"
 - I have yet to have anyone say they were "not" coachable.
- #2 "May I be honest with you?"
 - By saying "yes" they are giving you permission to be truthful with them.

FOUR KEY QUESTIONS TO HIGH PERFORMANCE COACHING:

- #1 "What do you consider your strengths to be?"
- #2 "Where do you think there might be opportunities for growth?"
- #3 "What does success look like for you in your job?"
 - I.e. Housekeeper at the Ritz, "I want every room done better than the one before."
- #4 "How would you like me to coach you to maximize your performance?"

COACHING KEYS:

- #1 1st time – Just listen. Don't critique. Don't disagree. Let them speak.
- #2 2nd time – Begin coaching.