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Part 7 – Game Time!

My Team

Player Name	Big Red Boat
Personal Connection Points 1. 2. 3.	Coaching Target
Common GROW Topics	Common Coachable Moments

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Personal Connection Points 1. 2. 3.	Coaching Target
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Player's Input

On Target

Motivators

- When you wanted to go home and tell friends and family about something you did at work, what was it, and why?
- What are your work interests and aspirations?
- What do you want to contribute and accomplish in your career?
- What gives you the greatest sense of satisfaction and reward?
- In what additional ways do you want to learn and contribute?

Organization's Needs

View of Self

- What are your strengths & weaknesses?
- What sort of things come easily to you?
- In what areas are you most likely to offer your expertise to others?
- What things do not come as easily for you?
- In what areas do you turn to others for assistance?

External Perspectives

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Coach's Input

On Target

Motivators	Organization's Needs <ul style="list-style-type: none">• What standard of performance is the player expected to meet in their current role and in possible future roles?• What capabilities are in greatest demand in your organization and which of them are expected of this player, both now and in the future?• What pressing issues and goals face your organization and how is this player expected to contribute to them?
View of Self	External Perspectives <ul style="list-style-type: none">• What have you observed and what have you heard from others about the player's capabilities?• What is the player's reputation among people at different levels in the organization?• In what areas do others turn to the player as a resource?• How well does the player perform in the areas critical to success in their job?





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MOVE, Part 1

Motivators

What matters to the player.

Organization's Needs

What matters to the organization.

View of Self

How the player sees him/herself.

External Perspectives

How others see the player.

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Part 7 – Game Time!

MOVE, Part 2

Questions to Ask	Possible COACHing Targets
Any notable mismatches between what the player wants and what the organization needs?	
Any blind spots between how the player sees him/herself and how others see him/her?	
Any weaknesses that should be addressed?	
Which strengths should s/he leverage?	
Any disconnects between what matters to the player and how s/he sees him/herself?	

Pick one COACHing target that will help the player move toward what s/he values and also benefit the organization:

What is one way you can measure progress? _____

Now brainstorm at least three specific things this player can do to make progress on this COACHing target:

1.

2.

3.



Big Red Boat Questions

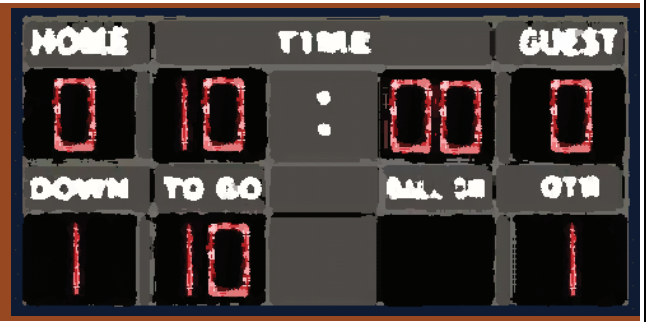
- What are you most energized by?
- What are you drained by?
- What has been your best work assignment to date at this company?
- What is your best form of recognition?
- What ways do you want to learn/contribute more?
- What are your future career considerations:
- If money were no object, what would you spend your day doing?
- What do you value/care about?
- Interests outside of work?
- What do you like/dislike?
- What do you want to have, do, or be in life? Why?
- What things matter most to you?
- What are your work interests and aspirations?
- What do you want to contribute and accomplish?
- What gives you the greatest sense of satisfaction and reward?
- In what ways do you want to learn and contribute more than you do now?
- What adjectives would you like people to use to describe you at your retirement party?
- What makes you excited about getting out of bed in the morning?
- What is it about that activity that you enjoy?
- When do you feel the best about yourself?
- What type of things do you really dislike doing? Why?
- What were you doing at work when you were the happiest?
- What general characteristics of that work do you have in your current position?
- What do you want your work legacy to be? After you have leave this company, what thing do you want to "live on" that will have your indelible impression on it? What do you want people to say about your work artifacts after you have left?
- What do you want your life legacy to be? What do you want your obituary to say? What do you want people to say about you at your funeral?
- What is the "best day of work" you have had recently? What were you doing? Why was it satisfying?
- What work things do you find yourself positively reflecting on at home?
- What personal things do you find yourself positively reflecting on at work?
- Where is your "happy place" that you go when you are stressed?
- Are you happiest doing something or being with someone? (explain)
- When you are having a good day at work, what does that look like?
- What have you done that you are most proud of?
- What are your career goals?
- Which values mean the most to you?
- What do you really (really) like about your job?
- What is your ideal job? (What about your career/job gives you the MOST satisfaction?)
- What are your life/personal goals? (What's on your bucket list?)
- If you won the lottery, what would you do with your time and money?
- Where does your satisfaction come from in your personal life?



Part 7 – Game Time!

<p>Goal (be sure it is well-defined & specific)</p>	<p>Paraphrase & Summarize: Be sure the player is ready to proceed to the next step.</p>		
<p>Roadblocks (brainstorm several possible causes & obstacles)</p>	<p>1.</p>	<p>2.</p>	<p>3.</p>
<p>Options (use each roadblock as a launching pad for brainstorming possible solutions)</p>	<p>a.</p>	<p>a.</p>	<p>a.</p>
<p>Will (evaluate/select the options, then create a realistic & specific plan of action)</p>	<p>b.</p>	<p>b.</p>	<p>b.</p>
	<p>c.</p>	<p>c.</p>	<p>c.</p>
	<p>d.</p>	<p>d.</p>	<p>d.</p>
<p>Step 1</p>	<p>Paraphrase & Summarize: Be sure the player is ready to proceed to the next step.</p>		
<p>Step 1</p>	<p>Step 1</p>	<p>Step 1</p>	<p>Step 1</p>
<p>Step 2</p>	<p>Step 2</p>	<p>Step 2</p>	<p>Step 2</p>
<p>Step 3</p>	<p>Step 3</p>	<p>Step 3</p>	<p>Step 3</p>

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Coachable Moment: Prepare Your Message in Advance

Pond (Situation)	
Pebbles (Behaviors)	
Ripples/Result (Impacts of the behaviors)	<i>Immediate Impression</i> <i>Intermediate Effects</i> <i>Long Term Results (Big Red Boat)</i>



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Coachable Moment: Critique Yourself

<p>Pond (Situation)</p>	<p>Did the coach get straight to the point in letting the player know what situation they wanted to discuss?</p>
<p>Pebbles (Behaviors)</p>	<p>Did the coach describe observable behaviors rather than opinions, interpretations, and judgments?</p>
<p>Ripples/Result (Impacts of the behaviors)</p>	<p>Did the coach identify specific impacts that were meaningful to the player? Did the coach connect them to the player's "big red boat?"</p>
<p>Listen</p>	<p>Did the coach allow the player to react to the feedback? Did they handle the player's objections respectfully?</p>
<p>Pebbles (Alternative behaviors)</p>	<p>Did the coach press the player to come up with multiple alternatives? Did they refrain from offering their suggestions until the player had exhausted their ideas?</p>
<p>Ripples/Result (Impact of the new behaviors)</p>	<p>Did the coach get the player to describe the impact of the alternative behavior in a way that was meaningful to the player?</p>
<p>Commitment</p>	<p>Did the coach get the player to commit to a specific, time-bound course of action? Did they make plans for follow-up?</p>

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Coaching Session Notes

Player:	Date:
What are the action steps you committed to in our last conversation?	
Did you follow through on those commitments?	
What obstacles did you face?	
How can you overcome them?	
What else do you need to do better with regard to achieving your goals?	
What action steps will you take before our next meeting?	
When will you take them?	
What do you need from me to move forward?	
When will we meet next?	