

## Making Coaching Work...

### Some Do's for Coaches

- ◇ **Do keep the information exchanged within the coaching relationship confidential.**
- ◇ **Do listen. Being a coach requires building a positive relationship. Listening is the key.**
- ◇ **Do ask questions. Clarifying, thought-provoking, and challenging questions can help both parties.**
- ◇ **Do make time for your coachee.**
- ◇ **Do be open and honest about your personal experiences.**
- ◇ **Do be yourself.**
- ◇ **Do enjoy the relationship.**

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### *Other Suggestions...*

There are many different ways to coach. What works with one coachee may not work with the next. Also, what works in one situation may not work in the next. After a while, you will develop your own coaching style.

The following suggestions are just that—suggestions. You will need to determine which, if any, are appropriate for the coaching situation at hand. Your particular style, the style of your coachee and the objectives the two of you are addressing need to be considered.

#### **SOME SUGGESTIONS INCLUDE:**

- ◇ **SHARE PERSONAL STORIES:** Relate an incident in your own development that applies to the objectives of your coachee. Personal stories are powerful and thought-provoking and, because they require sharing something personal, they help strengthen the coach/coachee relationship.
- ◇ **RELATE YOUR FAILURES:** Discuss your failures openly and honestly. Concentrate on what you learned, how you recovered and the thought process that helped you bounce back.
- ◇ **RELATE YOUR SUCCESSES:** Discuss your successes and how your successes helped you achieve and learn.
- ◇ **DISCUSS HIGH POINTS, LOW POINTS AND TURNING POINTS:** Include your coping mechanisms for weathering the low points.
- ◇ **SHARE YOUR CAREER JOURNEY:** Give your perspective of your career choices and accidents and the strategies that helped you get prepared along the way.