

What A Coach Does

Which of the following coaching practices did your partner observe while you spoke?

- ___ **Listens** | Can hear a problem descriptively, without evaluating or pre-judging.

- ___ **Empathizes** | Can identify with the other's point of view and communicate that understanding.

- ___ **Adapts** | Adjusts to the environment, terminology, and work habits of the other.

- ___ **Exudes Confidence** | Communicates realistically high expectations of the other, and encourages the other's potential for learning from experience.

- ___ **Perceives** | Can diagnose accurately what is "really going on," without being blinded by his or her own experiences, values and habits.

- ___ **Collaborates** | Communicates a shared interest in a problem and is willing to share influence in its resolution.

- ___ **Experiments** | Demonstrates a spirit of exploration and deferred judgment in relation to possible solutions.

- ___ **Knows When To Act** | Asks questions and offers information and suggestions at the moment that the other is ready to hear and respond.

- ___ **Behaves Authentically** | Conveys messages that represent his or her genuine feelings or judgments.

- ___ **Probes** | Asks questions that clarify or extend the other's thinking.

- ___ **Synthesizes** | Can see relationships among various pieces of information and discover patterns.