



My Coaching Strategy

Name: _____

Date: _____

Good leaders know **goodness pays**® when people thrive together in a culture of encouragement, accountability and positive teamwork. Research proves adults accelerate their growth when producing their own insights. Good leaders focus on helping others consistently produce self-insights. This worksheet will help you articulate the most effective coaching strategy for each individual you coach.

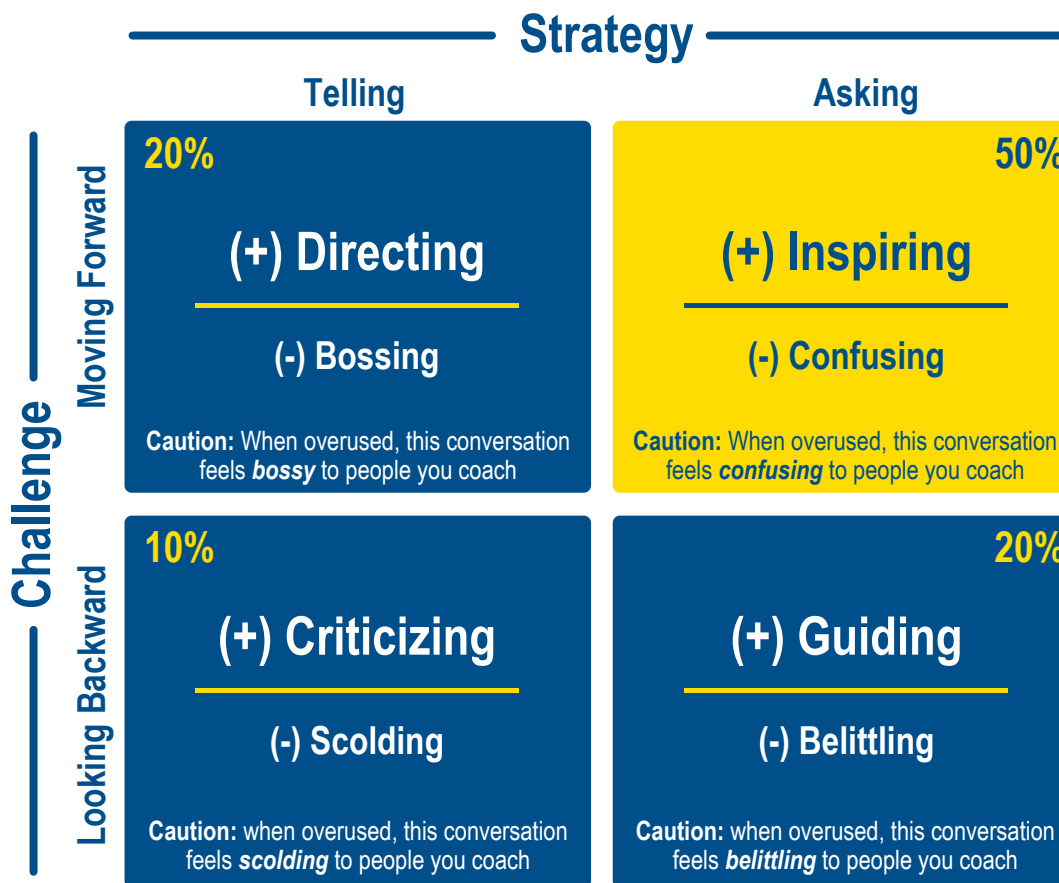
Source: The Neuroscience of Leadership, by David Rock and Jeffrey Schwartz

Instructions: The most effective coaching for high potential talent is 10% criticizing and 50% inspiring; with 30% of the conversation looking backward and 70% of the conversation looking ahead. Use this worksheet to help you plan specific coaching conversations.

What personal experiences can I share to help this leader consider a different approach in the future?



What specific observations can I share about a past situation to help this leader learn from a mistake?



What questions can I ask to help this leader shape an approach to a future situation?



What questions can I ask to help this leader reconsider a past situation?

