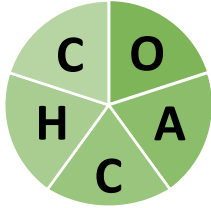


Coaching in Action: Coach Your Supervisor Summary



Frame a conversation using the COACH™ process that will help the person gain self-insight, identify actions, and take personal responsibility to strengthen your relationship with your supervisor.

Tips for Success

- Be prepared for the conversation. Don't wing it!
- Building strong relationships with your supervisor takes time. It requires a series of conversations over a long period of time.
- Enter the conversation with positive energy and a future orientation.
- Connect: frame the intent of the conversation in a way that serves your leader to be successful.
- Stay open to get past your assumptions and judgements to *understand* your leader's perspectives from where they sit in the organization.
- Brainstorming: ask for ideas from your leader and be sure to assert your ideas as well. Don't hold back – remember this is brainstorming where there are no bad ideas!!
- Be willing to adjust and change to build a strong partnership with your leader.
- When coaching your supervisor, it helps if you share your insight from the conversation, and that may prompt your leader to share as well.