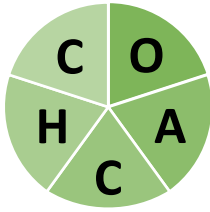


Coaching in Action: Coach for Development Summary



Frame a conversation using the COACH™ process that will help the person gain self-insight, identify actions, and take personal responsibility to achieve their professional aspirations.

Tips for Success

- Be prepared for the conversation. Don't wing it!
- Frame the conversation to help the person align their values, passions, and strengths with their professional aspirations.
- Remember, this is the person's professional journey. Give them space to explore alternatives and choose the path they want (NOT what you think is the right way to go).
- Resist the urge to give sage advice and shift into mentoring. Empower the person to choose their path and commit to it.
- In partnership with the person, identify and support experiences that will help them move toward their professional goals.
- Inspire confidence by showing you care and are a partner over the long term to help them succeed.