

3 TYPES OF COACHING



DEVELOPMENT COACHING

- Helping someone who wants to reach new levels of performance in their present or future job
- Working with someone to clarify and pursue their career goals
- Facilitating an individual's growth into areas of more responsibility.

What it sounds like?

"What do I need to do to get promoted?"

"I'd like to learn more about career possibilities."

"I'm not sure how leading this project is helping me grow?"



PERFORMANCE COACHING

- Identifying opportunities to contribute knowledge, skills or resources to help an individual or team
- Working to close the gap between actual and desired performance of an individual or team.
- Improving an individual's ability to take on more difficult or complex work.

What it sounds like?

"I'm struggling with this step. I could use your help?"

"What skills do I need to improve so I can start working on larger cases?"

"I don't know why I'm not meeting deadlines for these applications."



COUNSELING COACHING

- Exploring if an interpersonal problem or situation outside work is affecting job performance
- Identifying organizational and community resources to assist with interpersonal issues
- Avoiding giving "professional" services and expertise outside of your job duties.

What it sounds like?

"Mike is always on the phone with personal calls which makes it distracting to sit next to him."

"I'm struggling to get to work on time now that I'm taking the kids to school."

"My mom's death has been really tough on me."