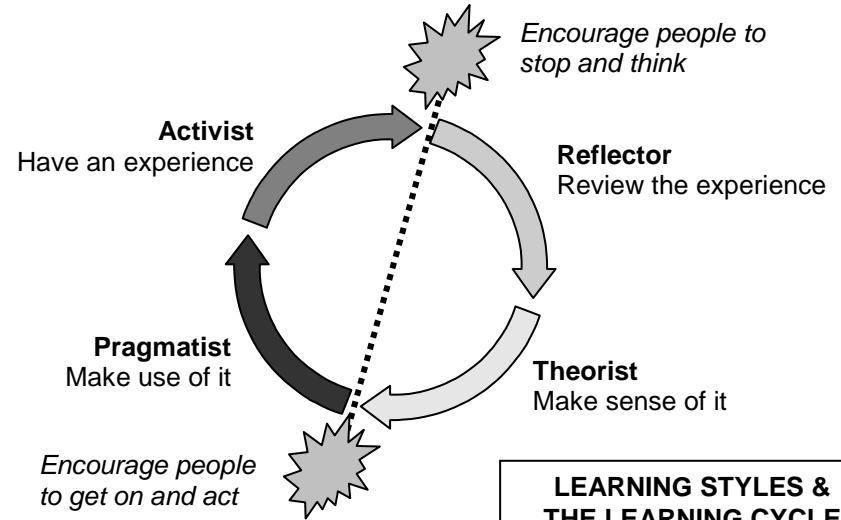
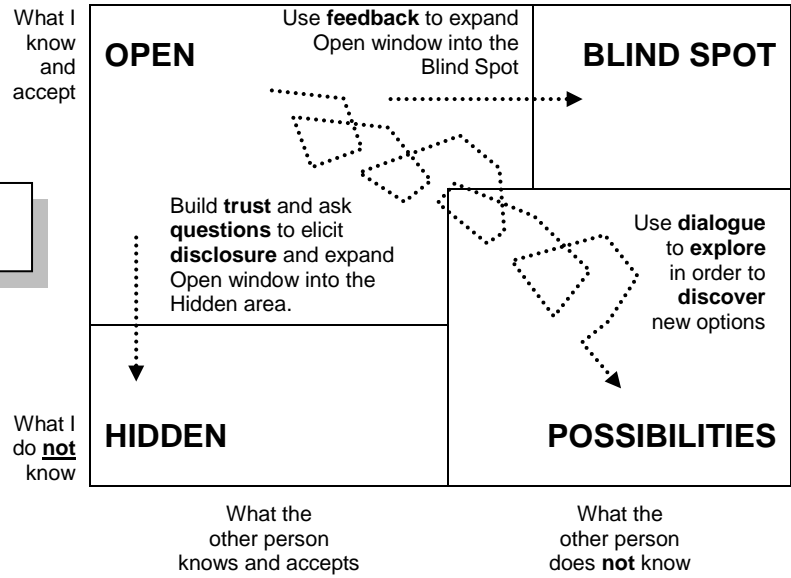


**THE COACHING PROCESS (GROW MODEL)** for 1) Excellent performance 2) Self-managed development 3) Self-monitoring and adjustment

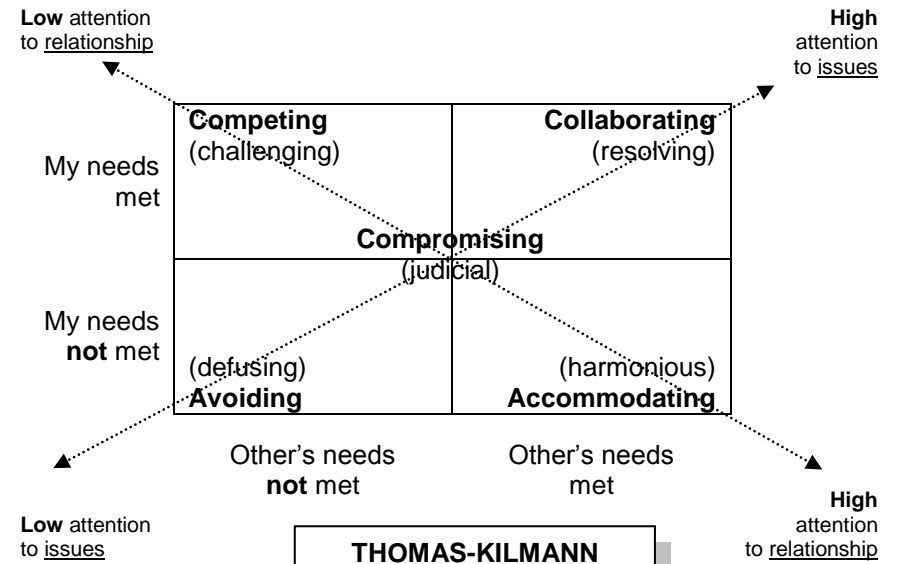
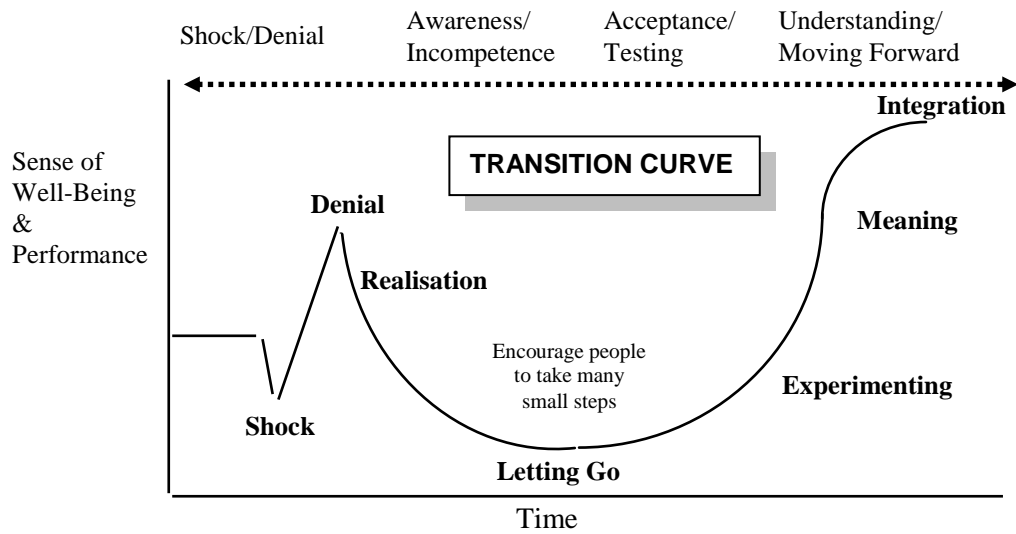
Session = Welcome + Confidentiality / **Goals + Reality + Options + Will** (Actions) / Feedback quote + Next steps...

Ask: **What?** not Why?  
Ask: **When?** and What else?

**JOHARI WINDOW**



**LEARNING STYLES & THE LEARNING CYCLE**



**THOMAS-KILMANN CONFLICT HANDLING**

**COMBINED MULTI-TOOL COACHING SHEET**

**Building a Collaborative Style: We – You – I – We**

For example: We have an issue / Your perspective is? / My perspective is / How are we going to sort it out? (soft approach) or How are you going to sort it out? (hard approach)