



COACH FOR PERFORMANCE

“ I coach my team to fully own their work, propose solutions, and make their own decisions. ”

GUIDELINE

WHY IT MATTERS

**I COACH MY TEAM TO FULLY OWN
THEIR WORK, PROPOSE SOLUTIONS,
AND MAKE THEIR OWN DECISIONS**

Key Benefits

- ☒ We gain confidence and autonomy in our work
- ☒ We are clearer on key challenges and priorities
- ☒ We have more clarity on our options and decisions
- ☒ We are more accountable for our goals and plans
- ☒ We feel inspired to take on new opportunities

WHAT IT MEANS

I COACH MY TEAM TO FULLY OWN THEIR WORK, PROPOSE SOLUTIONS, AND MAKE THEIR OWN DECISIONS

As a Manager

I ask open questions to help my team make decisions and define robust action plans they can believe in.

As a Team Member

I examine the facts to do my own thinking. I propose solid action plans to move forward and ask for coaching to overcome challenges.

DO'S



Ask open questions and listen more.



Clarify goals, options, and challenges.



Propose ways to make progress.



Make decisions that I am committed to.

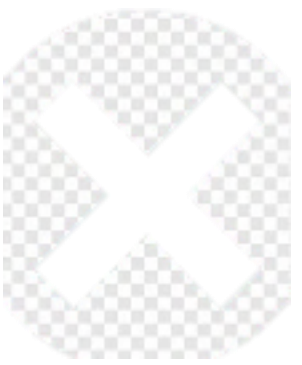


Help overcome key barriers to success.

DON'TS



Discuss projects without doing your own thinking.



Tell your team how to do their own work.



Solve their problems.
Let them try and fail!



Expect to always have the right answers.



Shut down unexpected ideas. Explore them!