

COACHING FOR BEHAVIOUR CHANGE 5 STEPS

Effective leaders are able to inspire positive growth and change. Here are five key steps to consider when coaching others for behavioural change.

1

NAME THE TOPIC

Name the emerging pattern of behaviour that you would like to address. Be as concrete and objective as possible.

2

ASK FOR THEIR PERSPECTIVE & LISTEN

Ask them to share their thoughts on the matter. This shows that you are listening and also helps minimize defensiveness.

3

PROVIDE YOUR VIEWS

Focus on how the pattern is affecting work. Assess their understanding of what you have said before proceeding.

4

DEVELOP GOALS TOGETHER

Be clear about acceptable parameters and set goals for change together.

5

FOLLOW-UP

Plan for a time to check in and review progress on goals. This builds accountability into the conversation