









COACHING EXERCISE INSTRUCTIONS

SCENARIO

-  Employee / Coachee, you have a desire for coaching and you've requested some development coaching from your manager.
-  Coach is higher in the chain of command than the employee / coachee. Your employee has requested some coaching, so you've scheduled a development coaching conversation with your employee.
 -  Begin by thanking the employee for meeting with you. Explain you want to spend some time with the employee to better understand their career goals and how you might be able to help.




DEBRIEF

1. Coach share:

-  How do you think/feel that went?
-  What worked for you in that conversation?
-  What felt uncomfortable?

(you will have 7 minutes to share – we will prompt you on the timing)

2. Employee / Coachee share:

-  How do you think/feel that went?
-  What worked for you in that conversation?
-  What might the coach do differently to increase the effectiveness of the conversation?

(you will have 7 minutes to share – we will prompt you on the timing)