



top tips

For managers when coaching

1. Coaching is a partnership focused on discovery and learning
2. Enjoy yourselves!
3. Be constructive and non judgmental
4. Understand how your coachee learns best
5. It's their agenda and their solution – not yours!
6. Respect your coachee's map of the world. It may differ from yours
7. Keep out of the content. You don't need to know the detail
8. If in doubt return to: What do they want? Where are they now? What options do they have? What are they going to do?