



→ *Stuck but committed?*

Won't do?



Not coaching

New language, new perspective

Who does the coachee admire?

80% on-the-job

Knowledge or skill gap: teach and/or train

Create space for reflection

Introduce a new metaphor

Bring an "expert" into the equation

Uncover what the employee is passionate about

Tap into the coachee's energy

When the coachee is stuck!

Listen for defensive routines

Identify what's working & look for a small, first step

Inspire through story

**"Evidence?"
"What are you going to do about it?"**

Affirmation, build on strengths

Leaders are storytellers

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