

Coaching Benefits and Tips

Why Coach?

When you create an environment of coaching here's some benefits you will experience:

- **Better retention.** When you show interest in employee growth and development, they are more engaged, and feel supported and valued.
- **Performance enhancement and improved productivity.** People only become their best when they grow and change. Coaching accelerates growth. Self-discovery is one of the most powerful ways to learn and grow.
- **Open communication and meaningful connections.** Active listening and thoughtful discussion open up the flow of real communication.
- **A boost in confidence.** As employees become involved in problem solving and decision making through internal reflection their confidence grows.
- **Improved [perspective](#).** Open communication and self-discovery open a whole new world for everyone.
- **Identify potential.** When you coach, you learn about an employee's aspirations, motivation, and capabilities. You'll see unlimited potential in those who are especially keen to soak up the learning coaching provides.
- **Improved problem-solving skills.** Coaching encourages people to think on a deeper level.
- **Employees become aware of their strengths and areas for development.**

Coaching Tips

You can set formal coaching blocks for a specific purpose,

→ coach to a skill

→ performance enhancement

→ career advancement


You can also do Informal coaching every day. Any time you train, problem solve, provide [feedback](#), have a difficult conversation, or in a team meeting, you can coach.

Coaching requires you to think differently about how you approach conversations. Instead of one-way telling or directing communication, ask questions and spend more time listening. To get comfortable with the concept, start with some easy questions.

**Individual - What matters most to you about your role? How did you achieve X?
What's on your mind?**

Team - How can we do this differently? What outcome do we want for our customers/team? What else?

They key is open questions to start the thinking process:

- How will I know?
 - What do you need?
 - How will you accomplish that?
 - What motivates you?
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A Recipe for Effective Coaching

- Start with a blend of open questions
- Add a heap of listening
- Combine a dash of genuine interest and curiosity
- Mix in a pinch of patience
- Add a sprinkle of understanding

Read the [full article](#) for more on coaching..



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