



Individual & Team Coaching Styles

Part 1



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Part 1

Individual and team **Co**acting Styles

Part 2

Qualities & flip side of each style

Part 3

Adapting your **Co**acting Style

Part 4

Coacting Styles in teams – implications and ideas



Goals

To introduce a simple model of relating

To get the best out of each other when we communicate

To raise awareness of the impact you have on others and that they have on you

To get to know one another better

To start a development process



30 words

(Name).....

Circle 2 words in each of the 15 rows that best describe you at work.

1	Accurate	Compassionate	Creative	Can do
2	Analytic	Dependable	Easy going	Competitive
3	Cautious	Empathetic	Entertainer	Courageous
4	Expert	Friendly	Enthusiastic	Deals with conflict
5	Focuses on detail	Gives recognition	High energy	Decisive
6	Methodical	Inclusive	Inspirational	Directs
7	Objective	Listens well	Inventive	Fast paced
8	Persistent	Loyal	Likes new ideas	Gets results
9	Prefers calm	Patient	Optimistic	Hard working
10	Reliable	Perceptive	Outgoing	Independent
11	Researcher	Protective	Playful	Productive
12	Seeks quality	Supportive	Risk taker	Resilient
13	Thinker	Tactful	Seizes opportunity	Self reliant
14	Thorough	Team player	Sociable	Shrewd
15	Wants proof	Warm	Spontaneous	Tough minded

Add up the totals for each column.

Totals	P	H	I	A
--------	---	---	---	---



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co-operate
supportive
approachable
good listener
asks
tactful
Careful
Thorough
Persistent
Analytical
Attentive to detail
Self control

depen
welcom
friendl
warm
chatty
sociable
and brush
energial

going
optimistic
creative
spontaneous
enthusiastic
risk taker
COMPETITIVE
TELLS
DYNAMIC
DOMINANT
FAST PACED
LOTS DONE

MINED
ARGE

30 words

(Name).....

Circle 2 words in each of the 15 rows that best describe you at work.

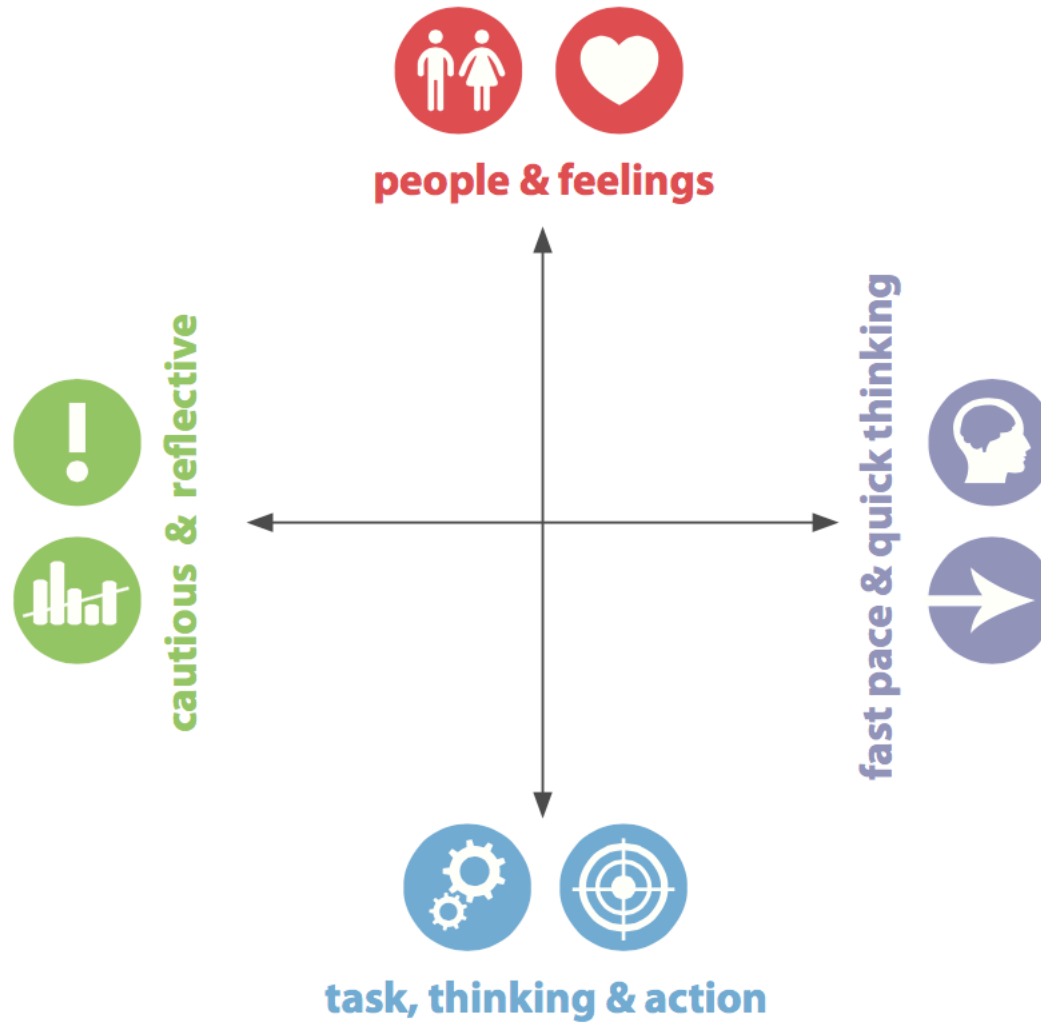
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Harmoniser
Get along!

Innovator
Get attention!

Perfector
Get it right!

Achiever
Get it done!





Harmoniser
Get along!

Innovator
Get attention!

Perfector
Get it right!

Achiever
Get it done!



* Most people are at home with 2 or 3 Coacting Styles

Harmoniser Get along!	Innovator Get attention!
Perfector Get it right!	Achiever Get it done!

* No best style for leadership or management



Where are you?

30 words

(Name).....

Circle 2 words in each of the 15 rows that best describe you at work.

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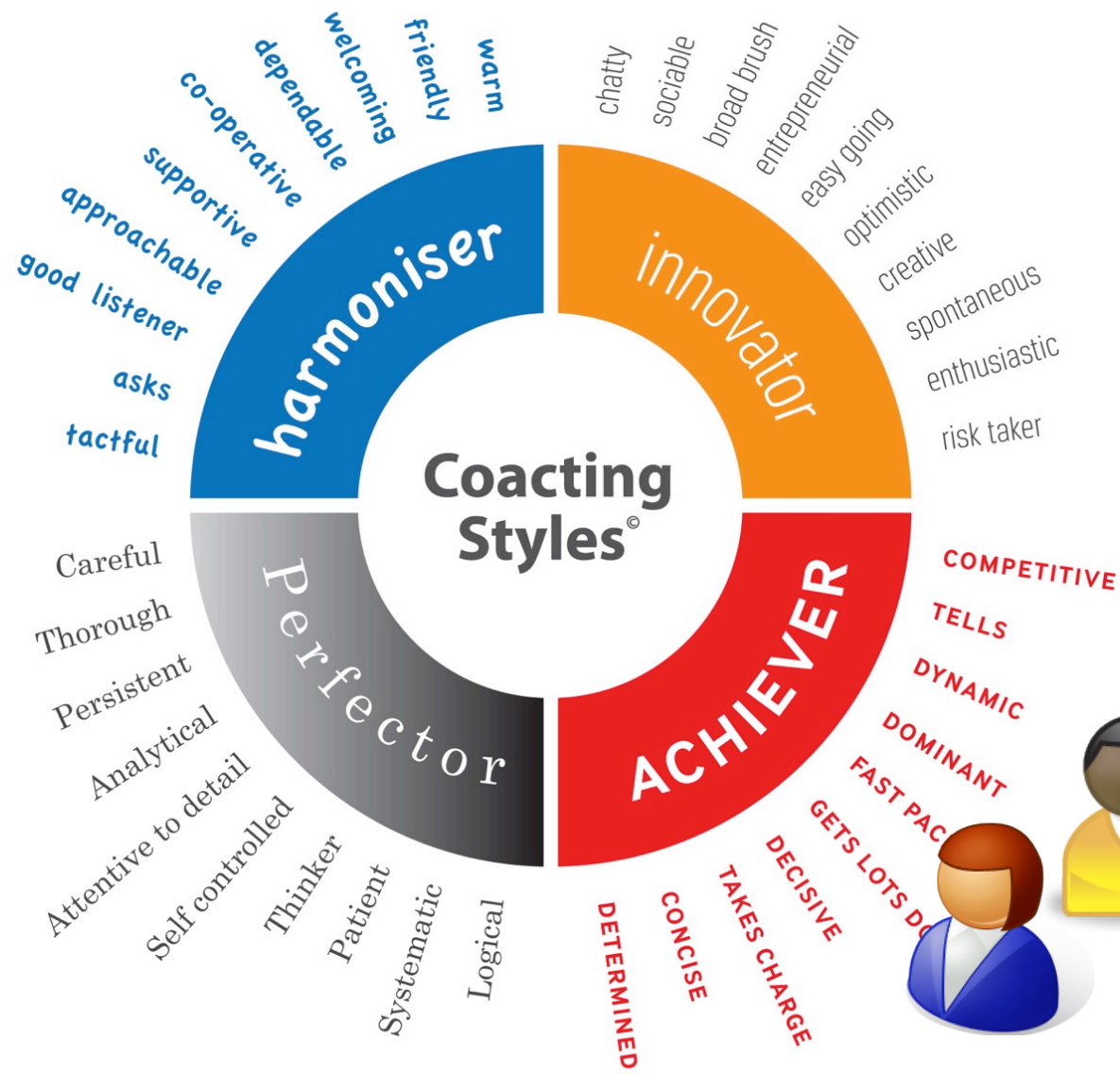
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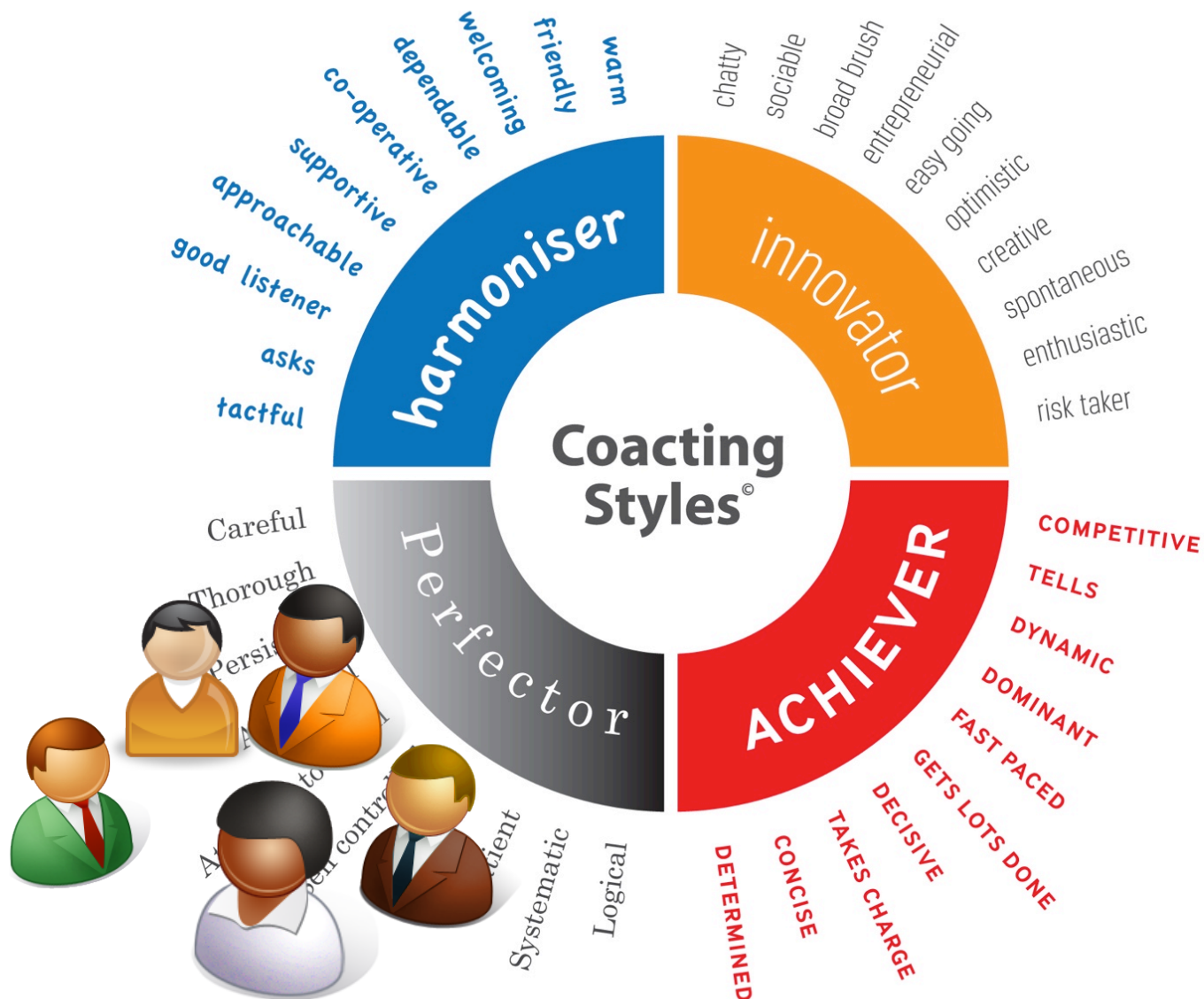
Totals	P	H	I	A
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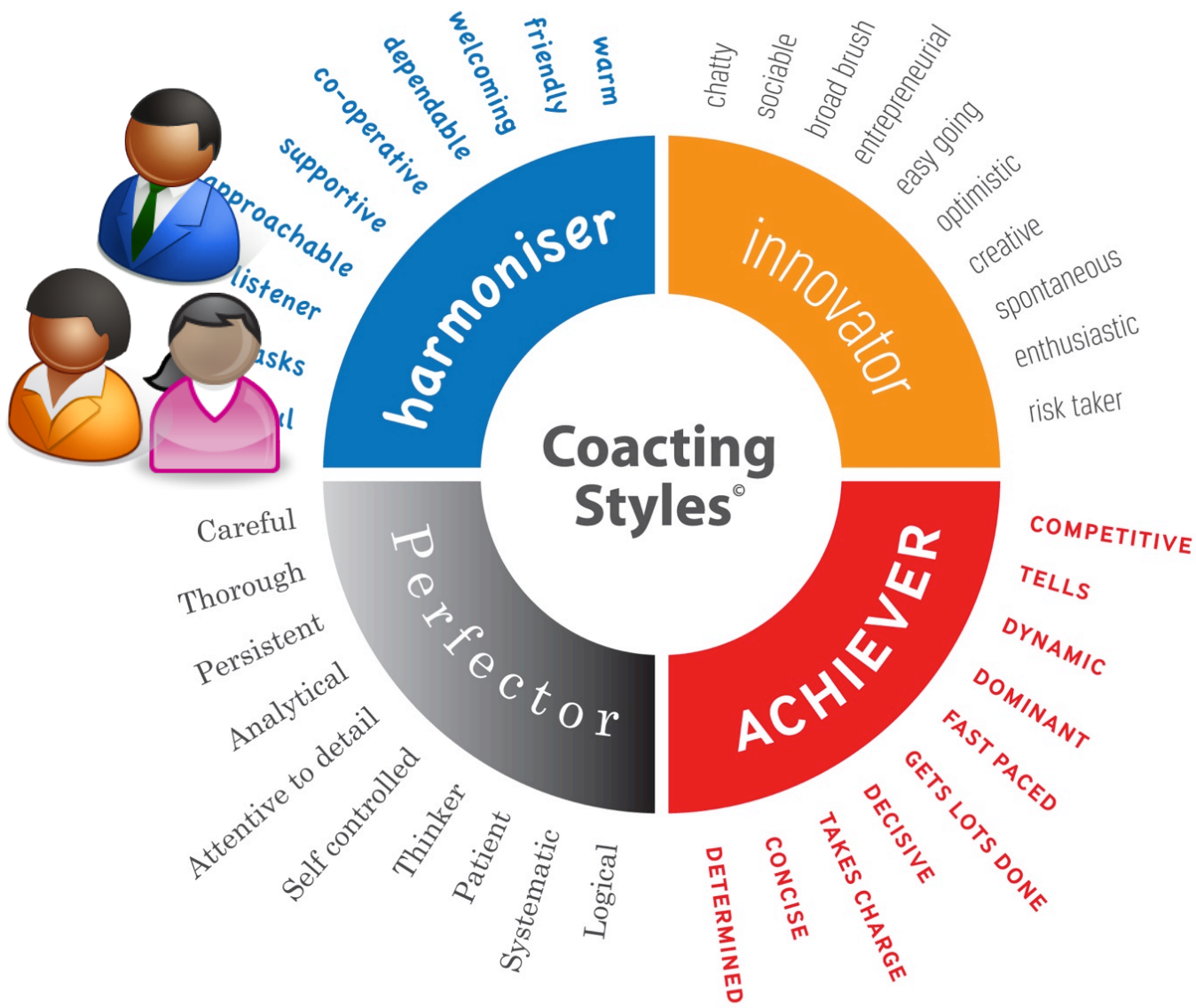


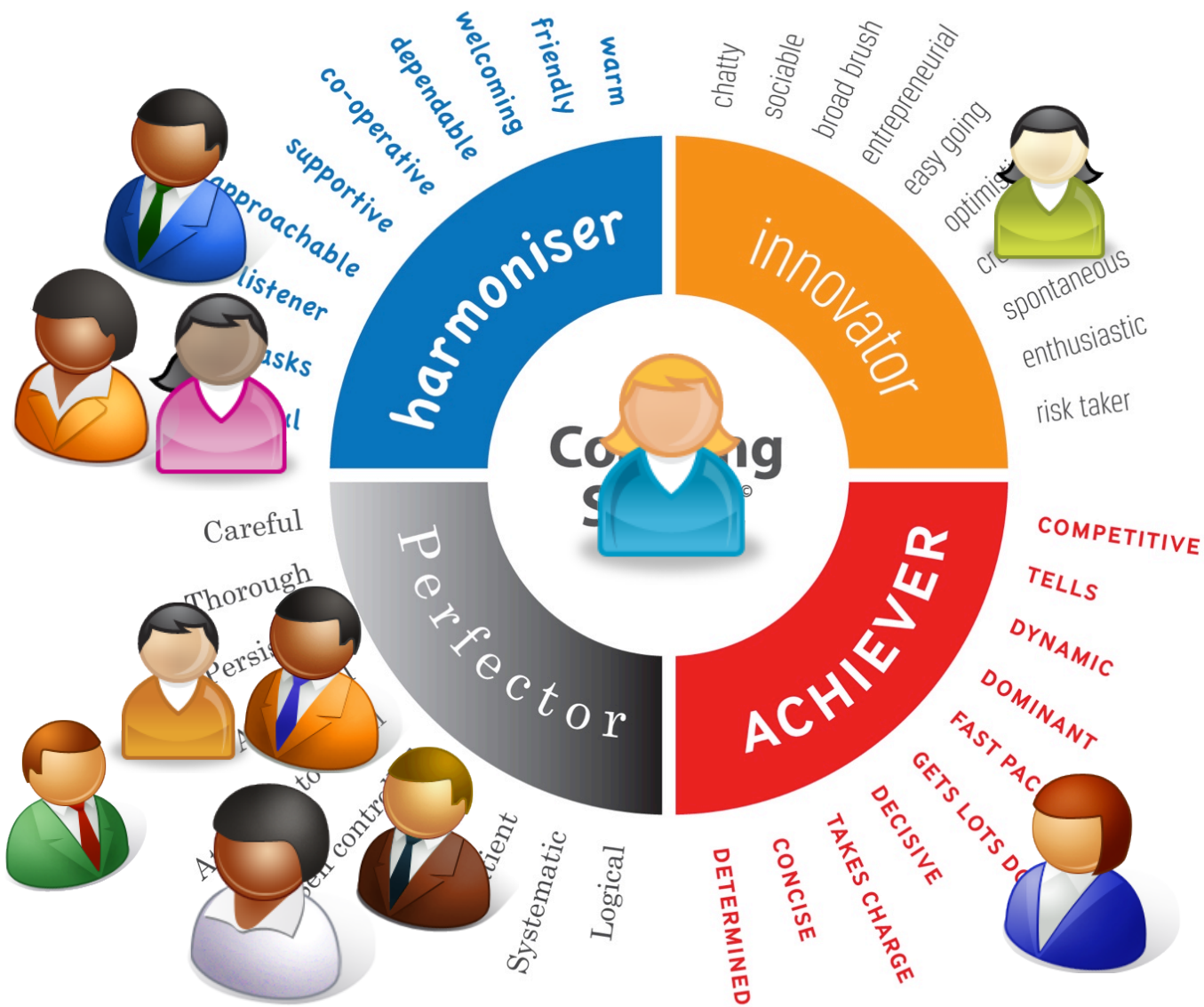












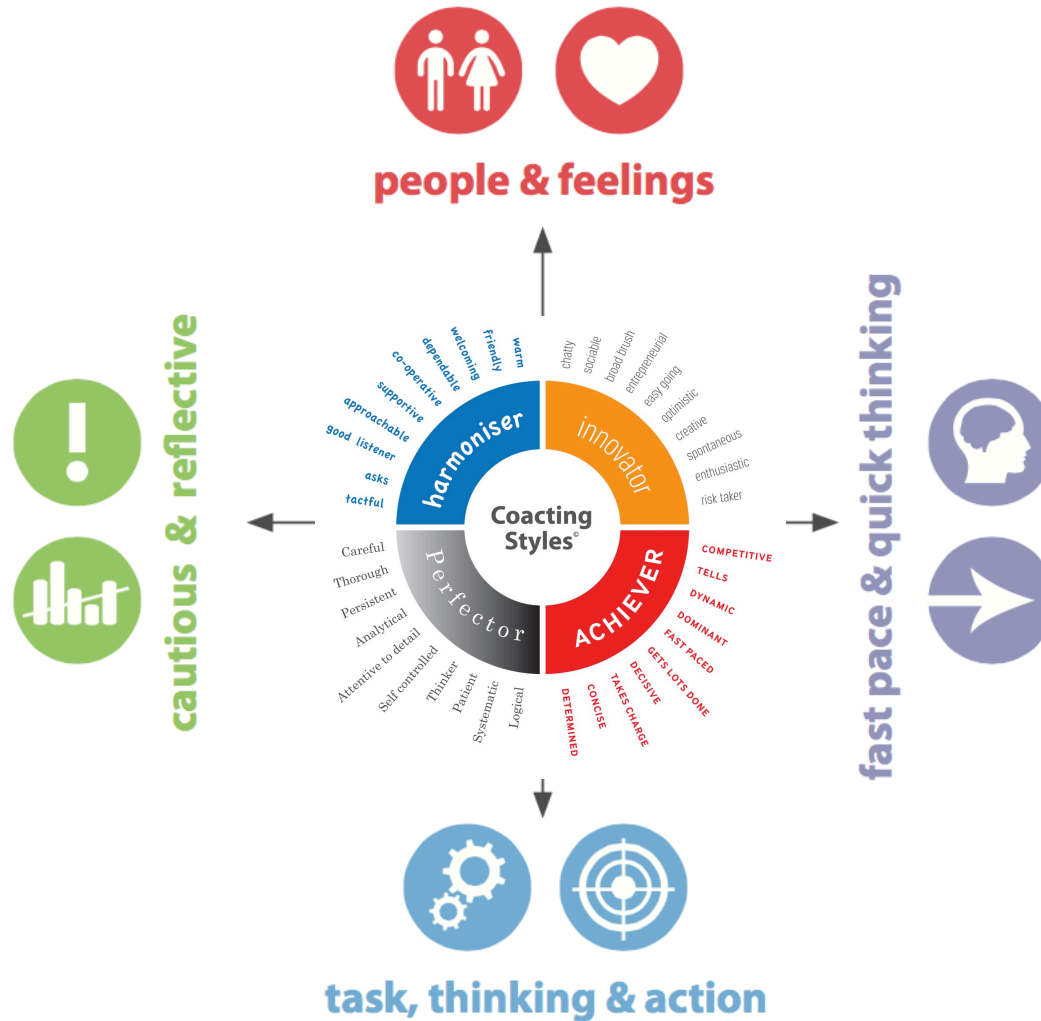


We don't see things the way they are...



We
see
things
tHE way
we are





Accompanying materials



Any surprises?

Does your self perception match how other people perceive you?





Qualities & Flip Sides

Part 2



Harmoniser Get along!	Innovator Get attention!
Perfector Get it right!	Achiever Get it done!

Implications for working relationships



Qualities of INNOVATORS



Inspiring



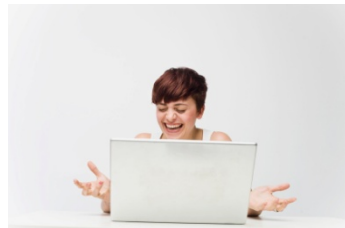
Dramatic



Broad brush



Up beat



Entertaining

Creative

Quick thinking

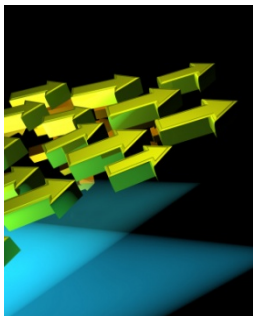


Networkers



Qualities of ACHIEVERS





- **Determined**
- **Gets results**
- **Get things done**
- **Decisive**
- **Concise**
- **Efficient**
- **Business like**
- **Takes charge**



Qualities of PERFECTIONISTS



Qualities of Perfectionists

1. Thorough

2. Patient

3. Detail focused

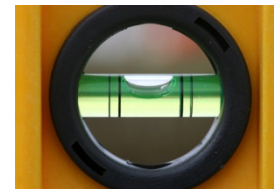
4. Problem solvers

5. Finish things

6. Systematic

7. Organised

8. Persistent



Perfectionist

Qualities of HARMONISERS



harmoniser



*Supportive Respectful Reliable
Pleasant Dependable Likeable
Trustworthy Warm Friendly
Diplomatic ☺ Good listener*



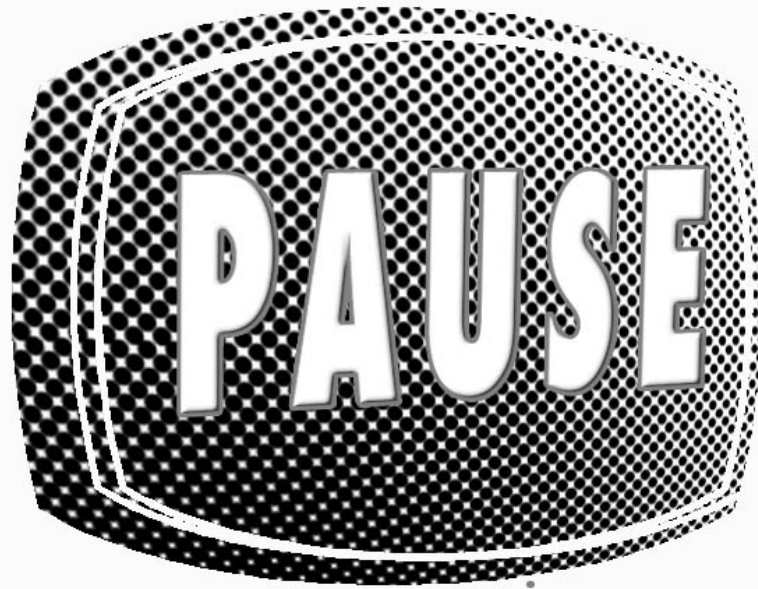
When we're in conflict with, tired, stressed etc, we see.....

flip side



Flip side of
INNOVATORS





PAUSE

A 3D button with a halftone pattern and the word "PAUSE" in white, bold, sans-serif letters. The button is rendered with a perspective effect, showing its top and side surfaces. The halftone pattern consists of small black dots on a white background, creating a textured appearance. The word "PAUSE" is centered on the top surface of the button.

Flip side of
ACHIEVERS





- **bossy**
- **quick to criticise**
- **impatient**





Flip side of
PERFECTION





Flip side of Perfectionists

1. Nit picking
2. Critical
3. Take too long



**HOW GOOD
IS
GOOD ENOUGH?**

GOOD ENOUGH?

Flip side of
HARMONISERS



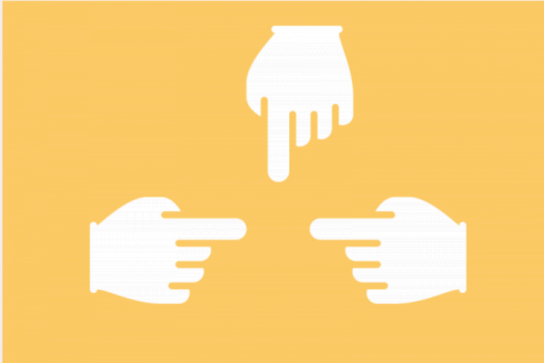


Easily hurt
Bears grudges
Hesitant




Help yourself / Free resources

www.peopleintelligence.com



No need to take things so personally

If you want to be 'more Teflon than Velcro', to stop comments and feedback persistently sticking, this video gives you valuable practices to move on and get things in perspective.

 VIDEO

Sports personalities

COMEDIANS

TV presenters

LEADERS

Reality TV shows

How to recognise the Coacting Styles

How to adapt your Coacting Style

How to get the best out of different people....



Harmoniser
Get along!

Innovator
Get attention!

Perfector
Get it right!

Achiever
Get it done!



How to recognise the Coacting Styles



How to adapt your Coacting Style



Adapting your Coaching Style

Part 3



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How to get the best out of different people....





match their style



More autonomy

More detail

Get to the point

Prove it

Trust me

Include me

Inspire me

SURPRISE ME

More freedom

Praise me

Be upbeat

Keep me in the loop

Reassure me



How can you bridge the differences so that you connect?



Harmoniser
Get along!

Innovator
Get attention!



Perfector
Get it right!

Achiever
Get it done!



(the clues are in the names!)



In communication what do they need?



Harmoniser
Get along!

Innovator
Get attention!

Perfector
Get it right!

Achiever
Get it done!



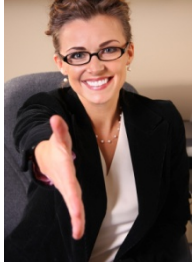


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We don't see things the way they are...



We
see
things
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Adaptability



match their style



More autonomy

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Get to the point

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Reassure me

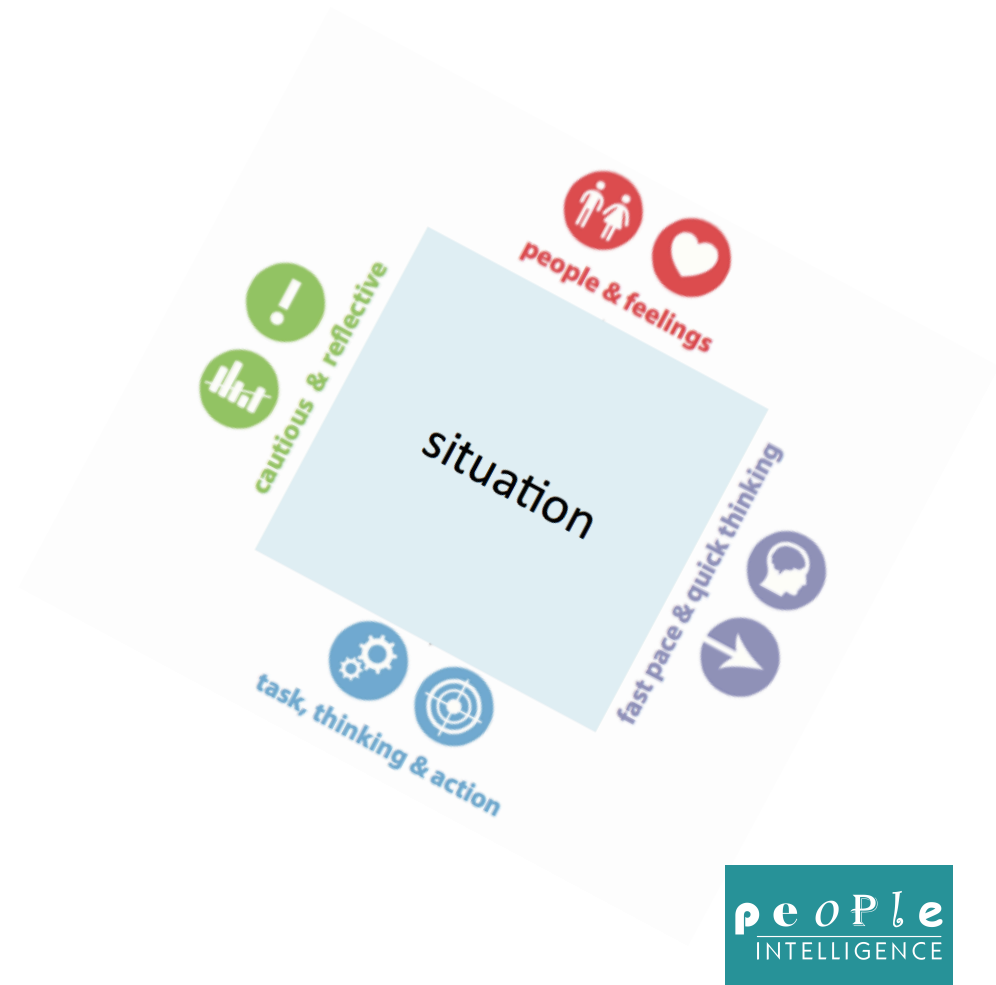


If you feel frustrated, chances are the other person does too, so, treat it as a signal to adapt:

- the pace
- the amount of detail
- the tone

of your communication

within what's right for
the situation





Accompanying materials





Team profiles & Team dynamics

Part 4



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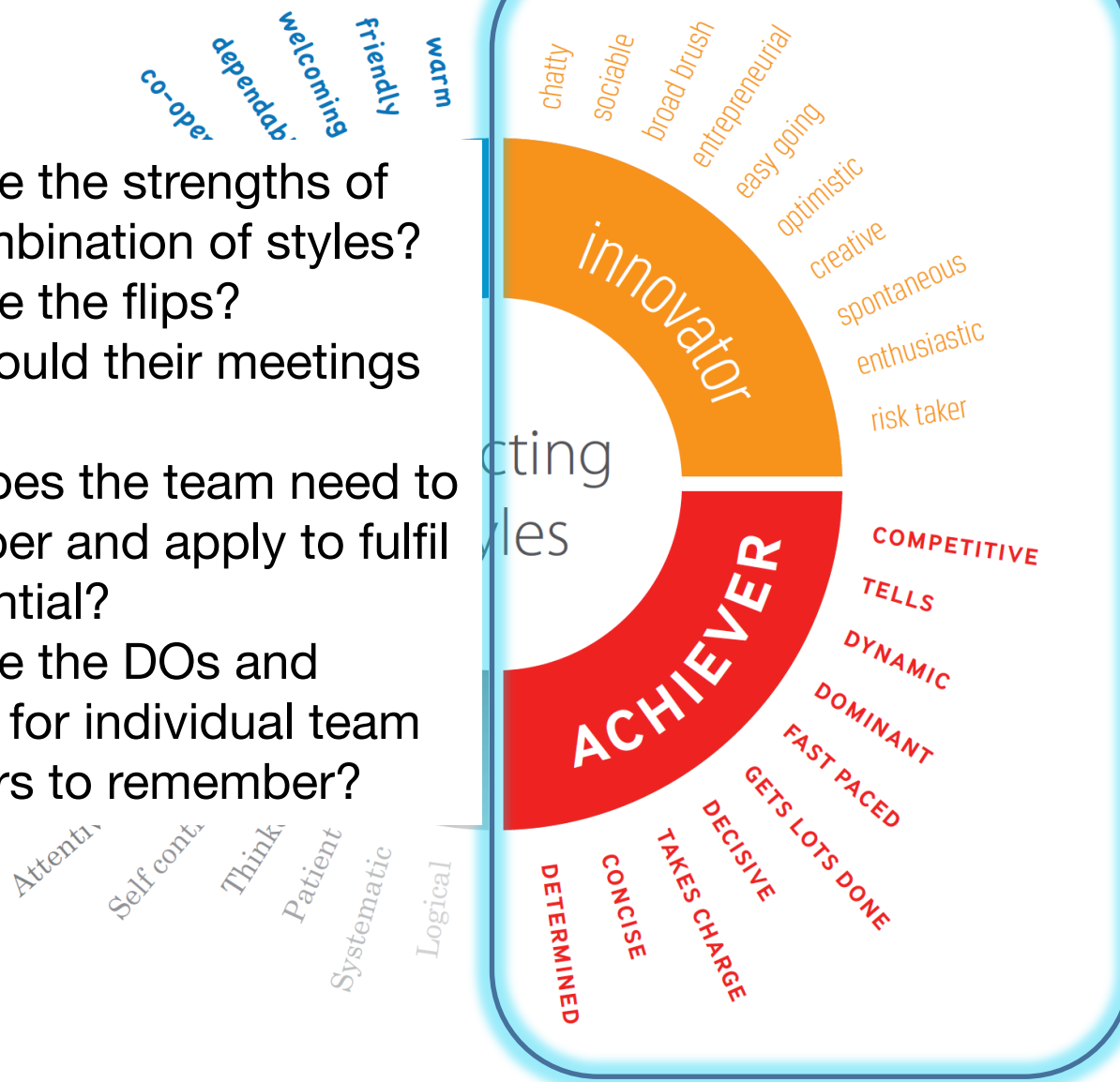
Team profile



- What are the strengths of this combination of styles?
- What are the flips?
- What would their meetings be like?
- What does the team need to remember and apply to fulfil its potential?
- What are the DOs and DON'Ts for individual team members to remember?

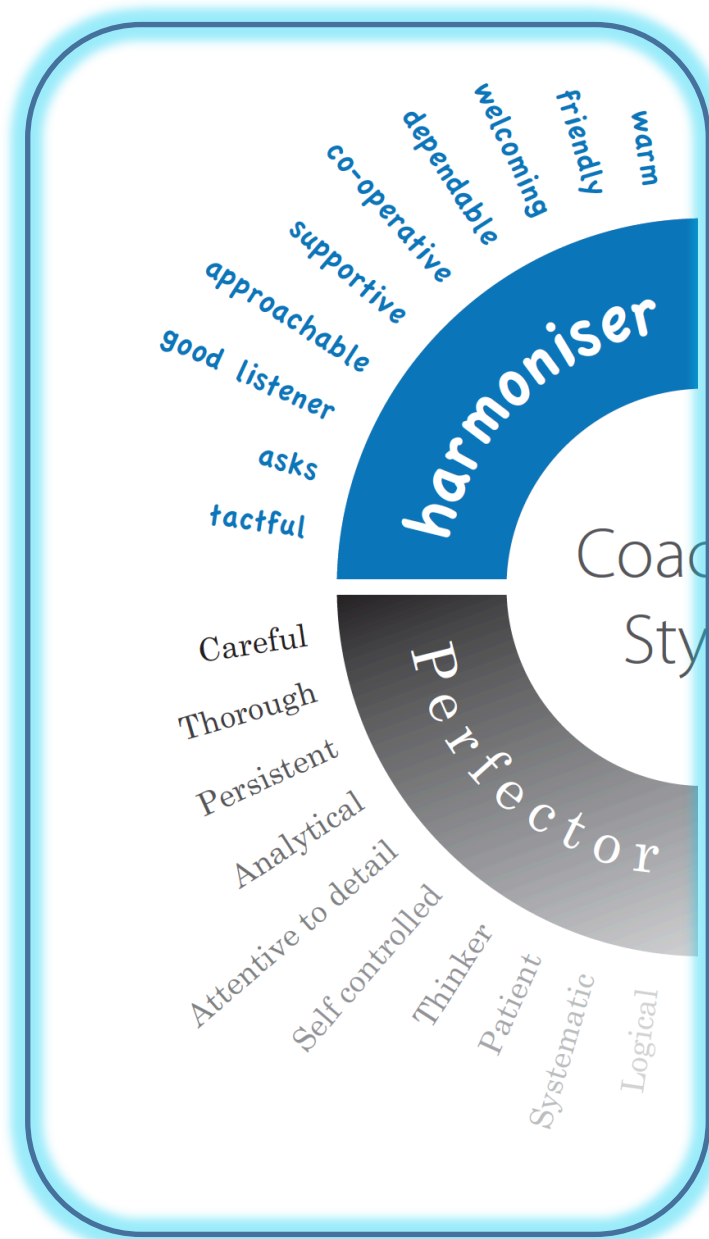


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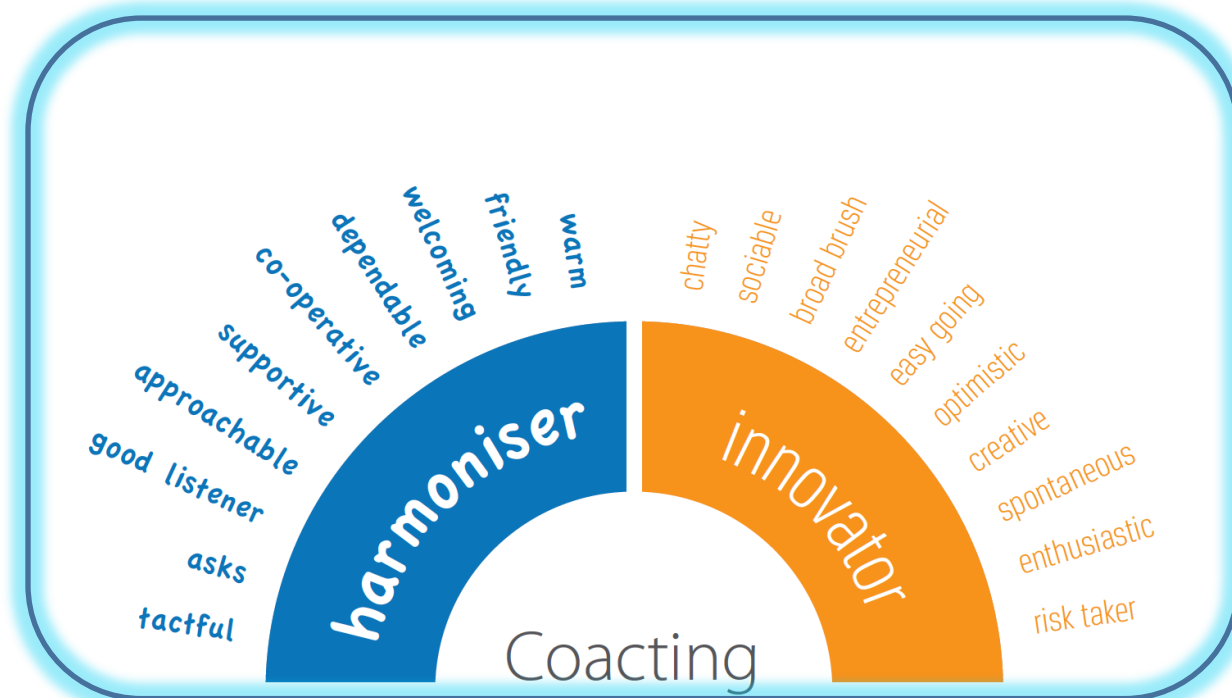




chatty
sociable
broad brush
entrepreneurial
...ing

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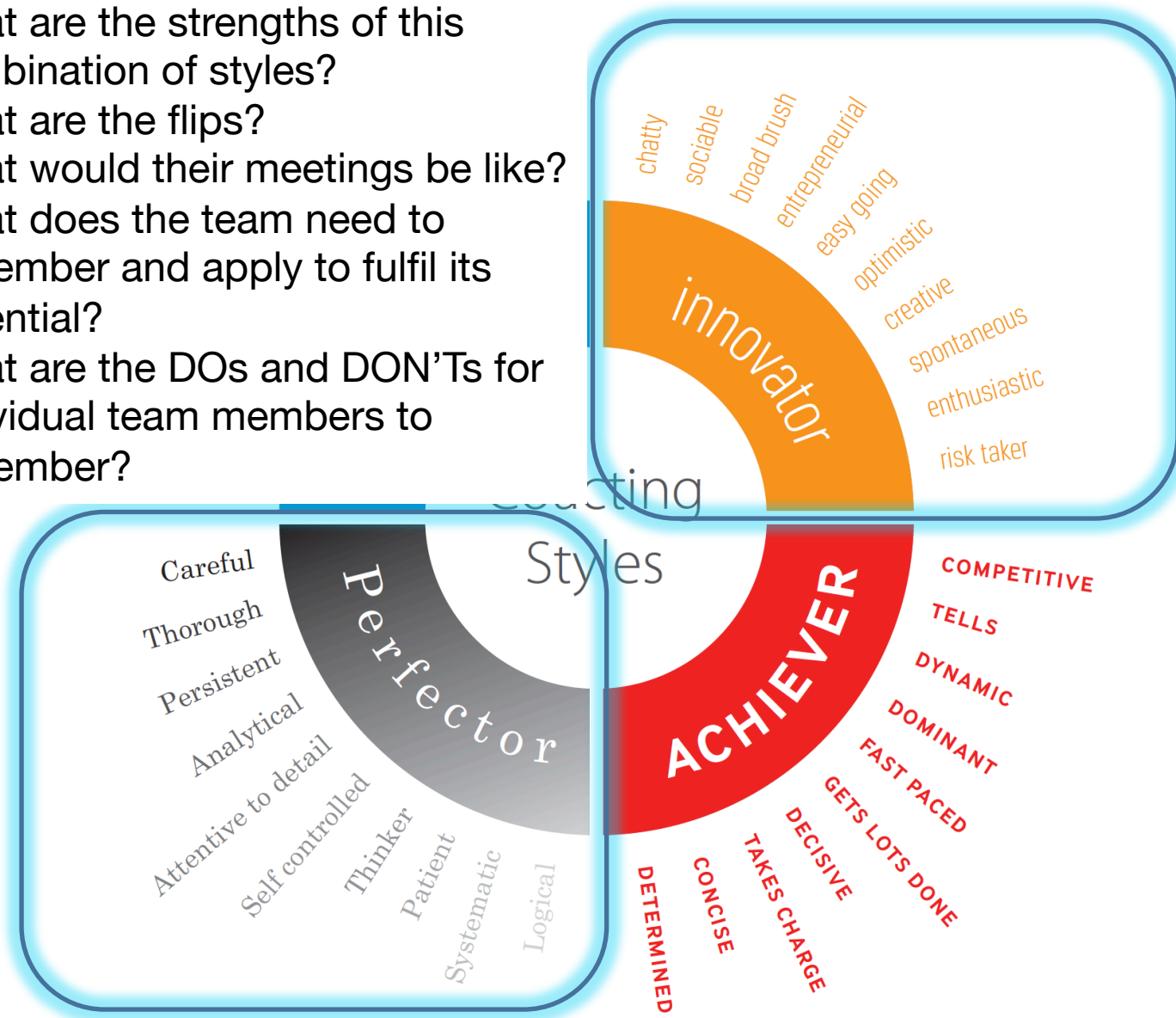
DETERMINED
CONCISE
TAKES CHARGE
DECISIVE
LOTS DONE

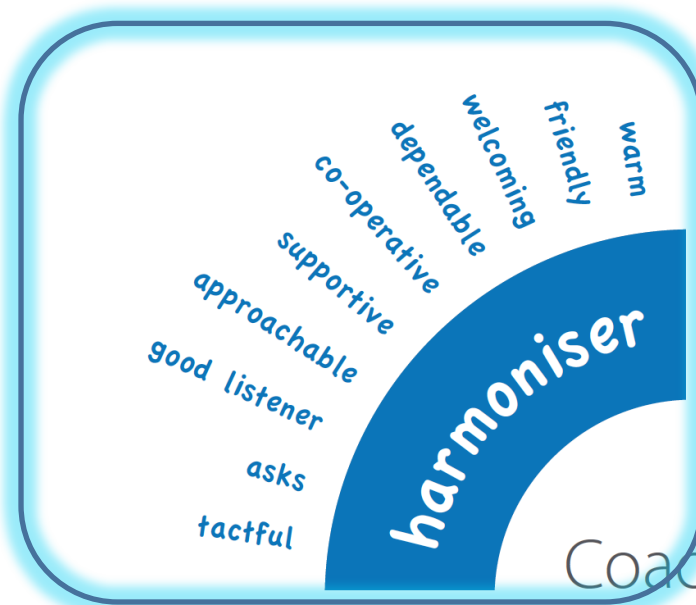


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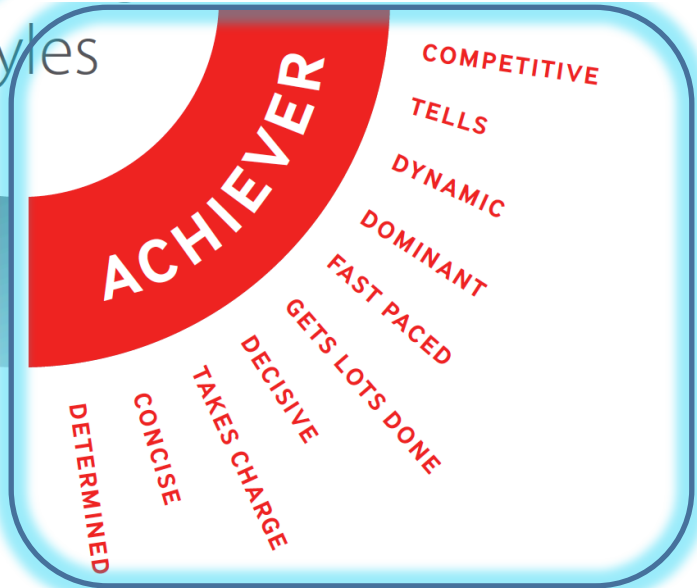
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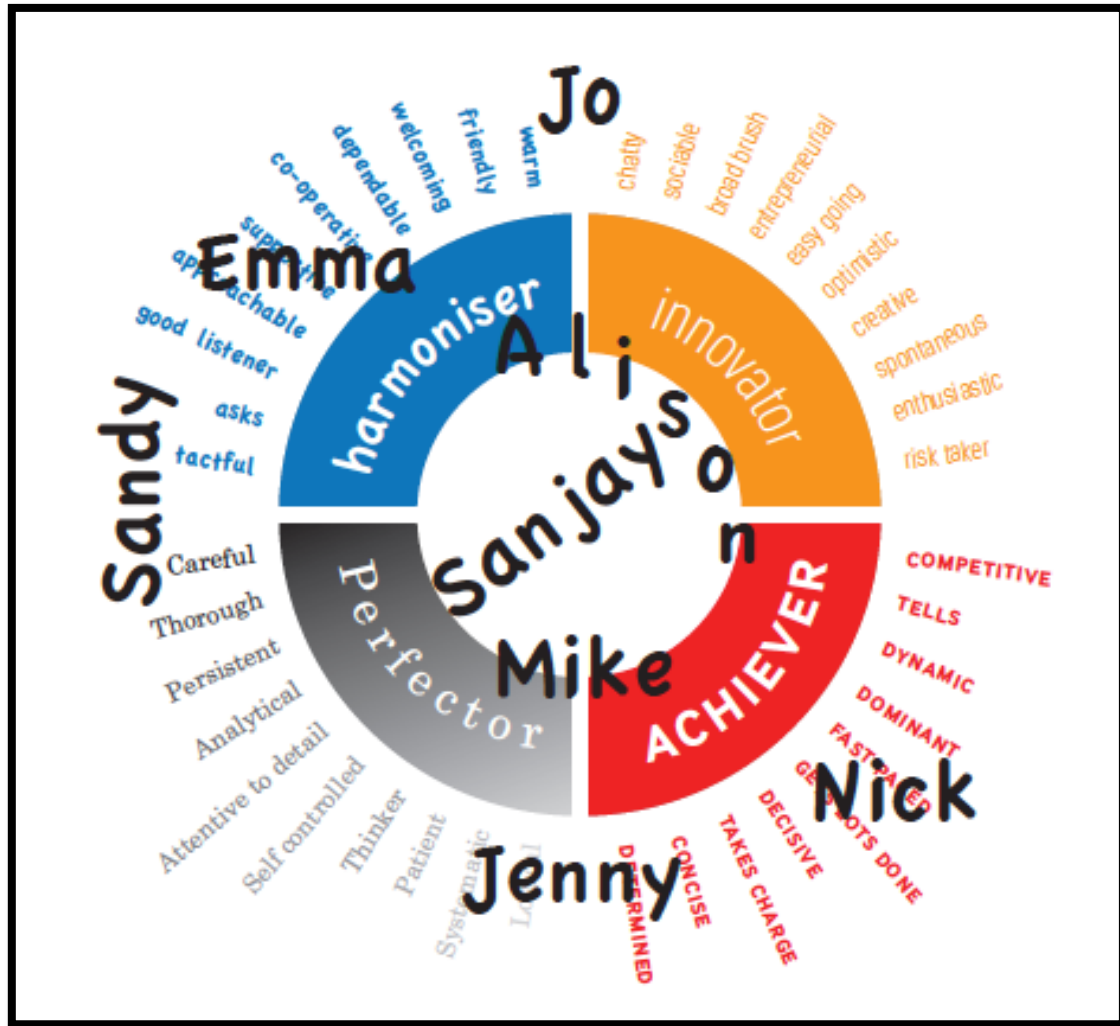


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Coac
Styles





Implications from your Team Profile



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Team Action



Coaching Compass & Team process

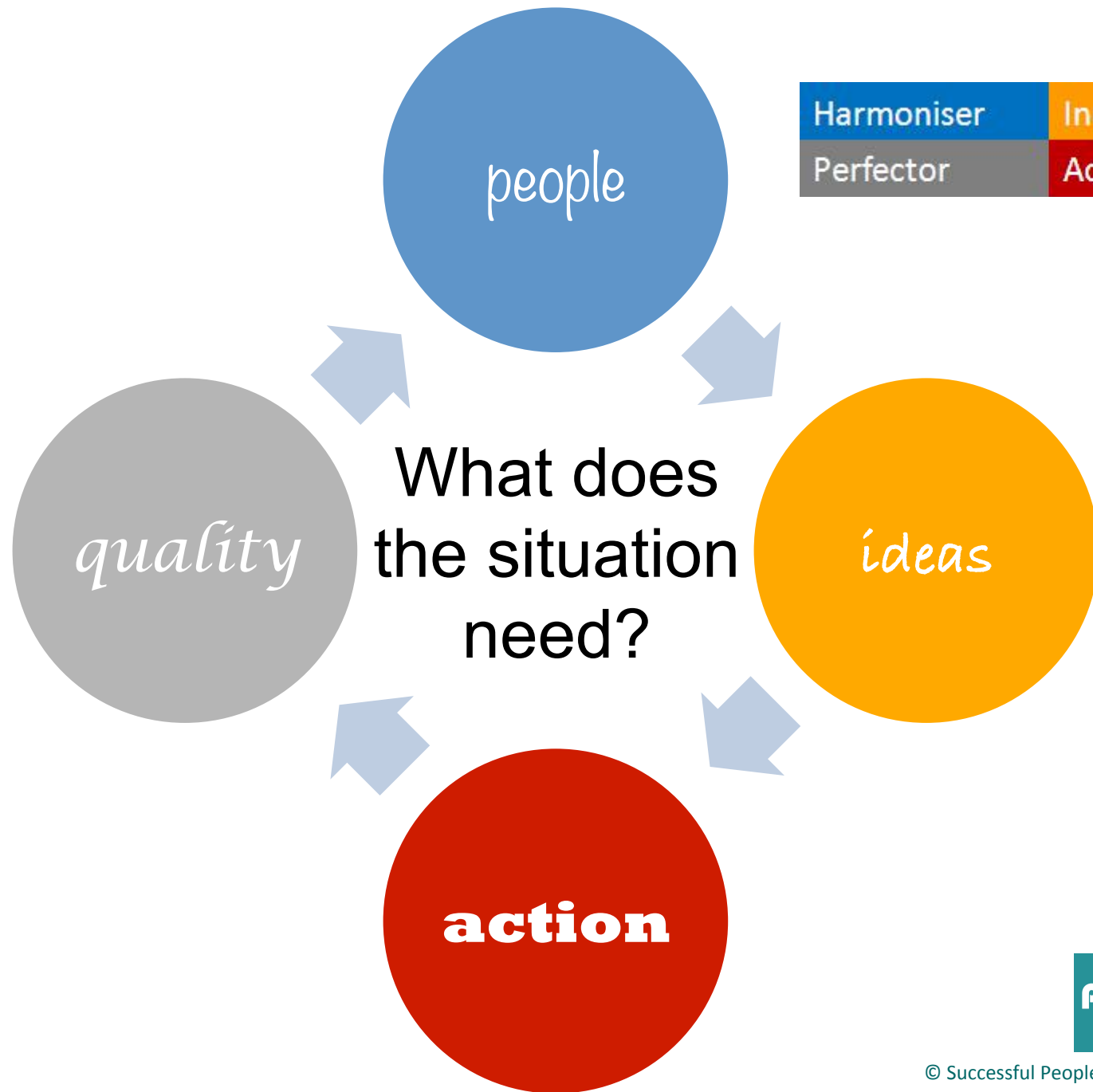
Part 5



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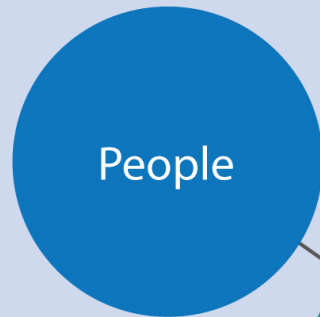


Harmoniser	Innovator
Perfector	Achiever



Coacting Compass

Harmoniser



People

people & feelings



Ideas

Innovator



cautious & reflective

fast-paced & quick thinking

What does the situation need?

How will you play to those strengths?



Perfector



Quality

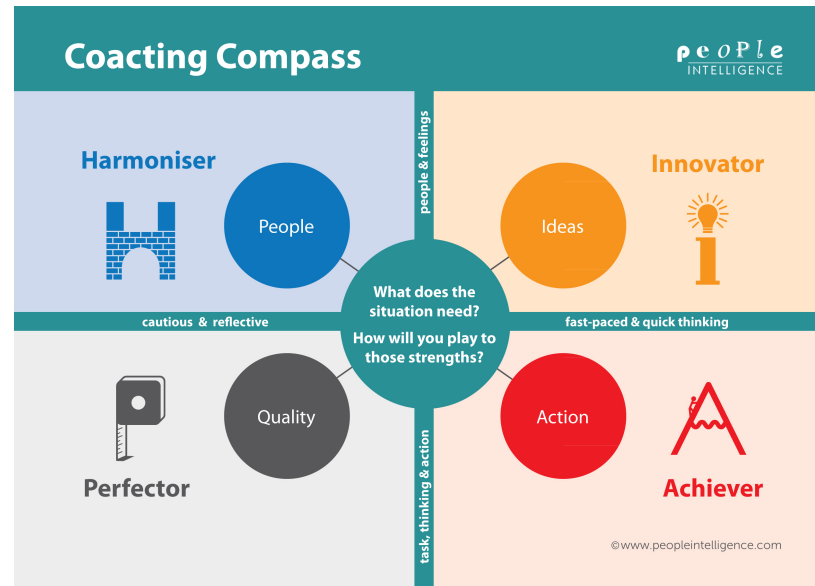
task, thinking & action



Action



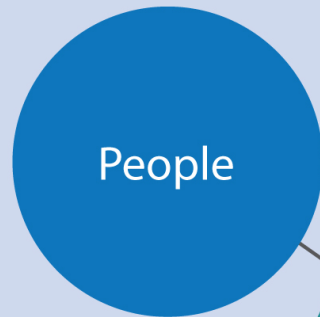
Achiever



Order	Priority
1	We need to be sensitive to people and how they are feeling
2	We need to put the brake on and be cautious
3	We need to think and act quickly
4	We need to be rational, purely focus on the task and take action

Coacting Compass

Harmoniser



people & feelings



Innovator



cautious & reflective

What does the situation need?

fast-paced & quick thinking

How will you play to those strengths?

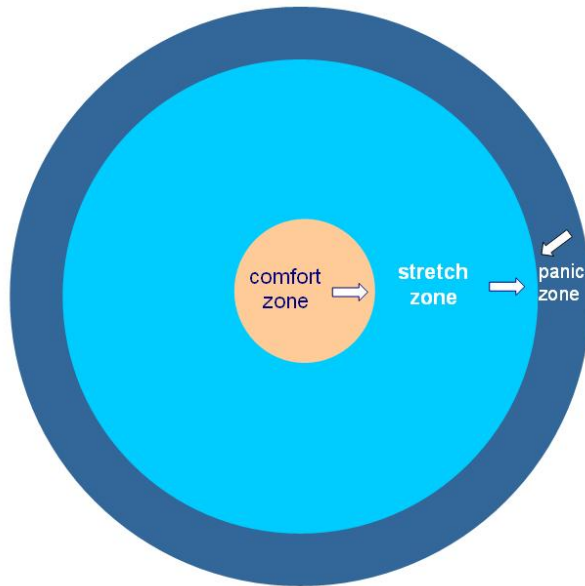


task, thinking & action



Perfector

Achiever



- Enables a common language for team relationships
- Depersonalises constructive feedback and suggestions
- Makes it easier to address what's true for you

Goals

To introduce a simple model of relating

To get the best out of each other when we communicate

To raise awareness of the impact you have on others and that they have on you

To get to know one another better

To start a development process



people
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