Overview of a self development process for coaches creating a coaching culture

4 key areas for Personal Development in coaching

- Know yourself
- 2. Read others
- 3. Manage your [inter]actions
- 4. Facilitate results



Personal Development Goals

- Choose what you want to develop
- Practise GROW
- Know the facets of emotionally intelligent behaviour
- Recognise potential and interference
- Question with curiosity and appreciation

Questionnaire

What am I like?
Rate yourself to increase your self awareness
Ask others to rate you and see how their perceptions differ from your own.
Choose which areas to develop.

GROW process

Use:

- Goals
- RealityOptions
- Will / Way forward with each area you choose to develop.

El facets

Use me + you =
to understand
the facets of
emotionally intelligent
behaviour
and
how to put them into
practice.

p = p - i
performance =
potential - interference
Notice in yourself, and in
others, the potential of
the person / situation /
opportunity, and,
what's getting in the
way.

Move towards potential.
Remove interference.

Appreciative attitude

What we focus on becomes our reality, so focus on what works. Believe in the person Frame things positively Empower Keep connected

