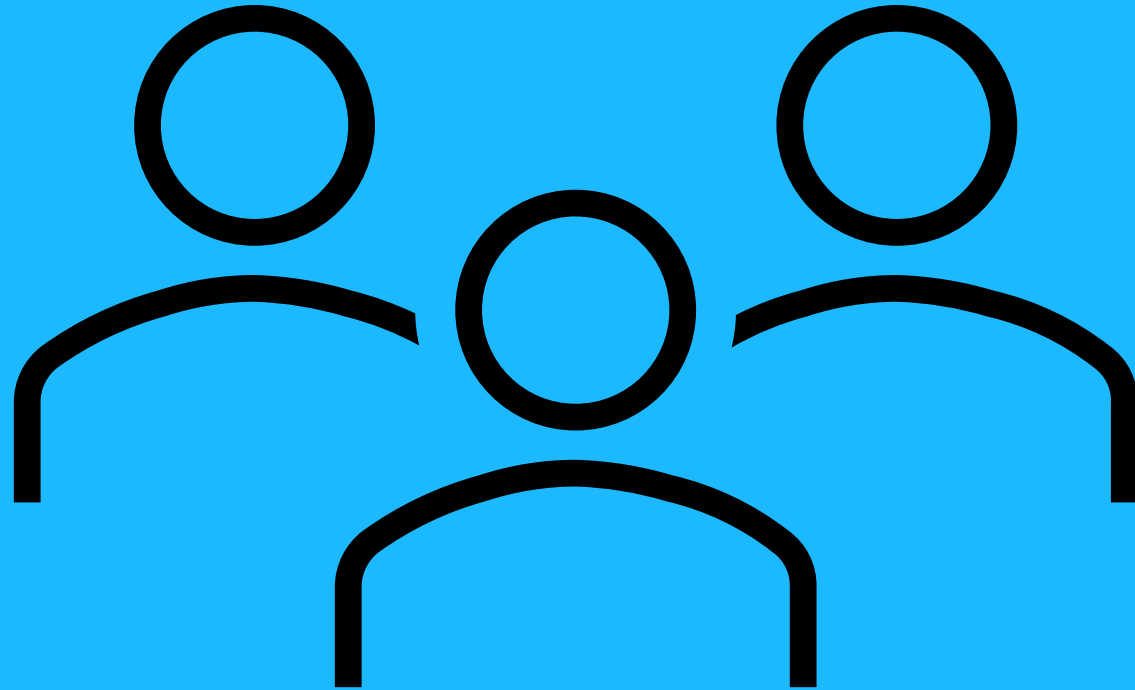


POWER COACHING



COACHING FOR EFFECTIVENESS



The P.O.W.E.R. of Coaching Method

□ Pre-work

□ Open (safe)

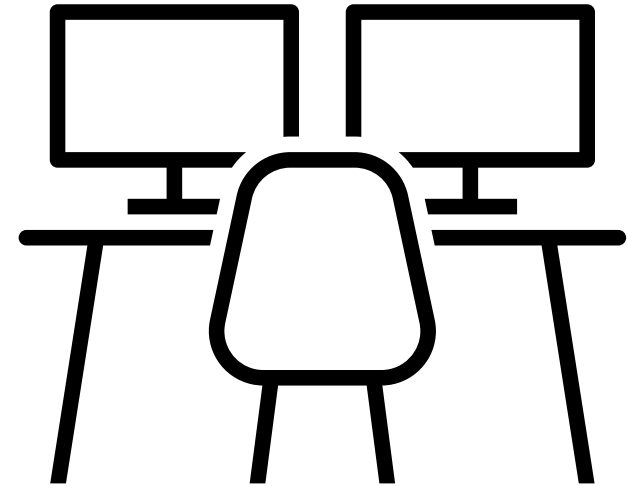
□ Win-win

□ Engagement

□ Resolution

THE **P.O.W.E.R.** COACHING METHOD (**P**RE-WORK)

- ❑ **Resisting the urge to jump in right away**
 - Where has this gone wrong? (group)
- ❑ **Fact vs. opinion**
 - What data is available?
 - Bridging the gap of your interpretation and their perspective
- ❑ **Questions**
- ❑ **Their perspective**
- ❑ **Desired outcome**
- ❑ **Baseline next step expectations**
 - Be firm AND flexible



THE P.O.W.E.R. COACHING METHOD (Open - safe)

❑ Hierarchy of needs

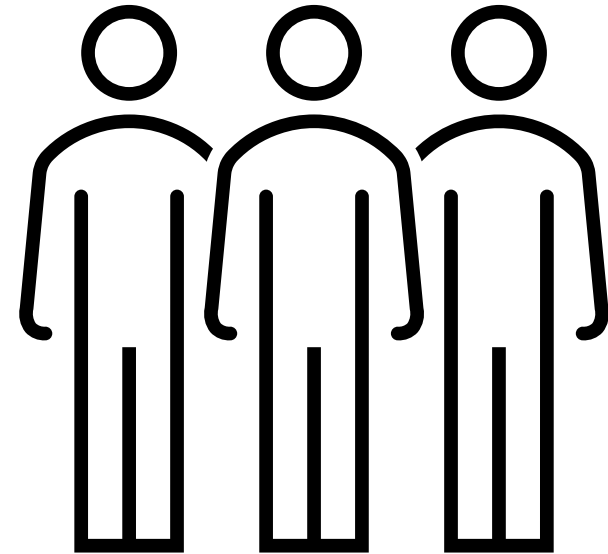
- Self
- Esteem
- Belonging
- Safety
- Physiological (food, water)

❑ The danger of assuming “they should know”

❑ Environment

❑ Motive

❑ Content



THE P.O.W.E.R. COACHING METHOD (WIN-WIN)

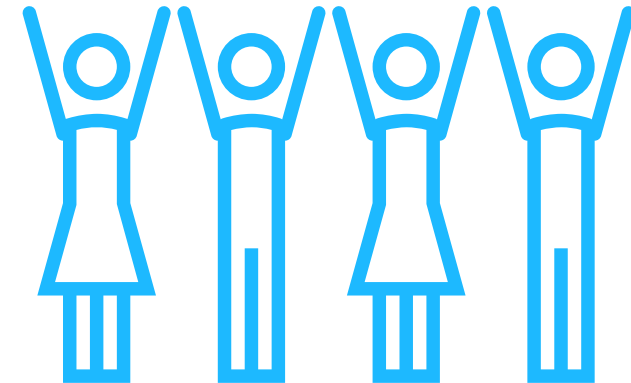
❑ The history of one-sided engagement

- How deeply rooted it is
- What has experience showed you?

❑ What's in it for ME (WIIFM)

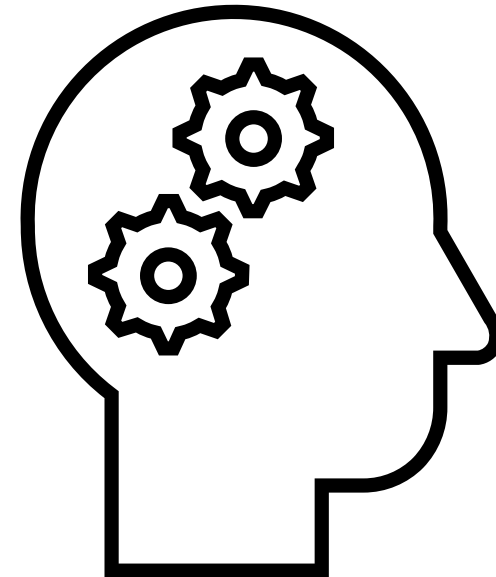
❑ What's in it for you

❑ What's in it for us



THE P.O.W.E.R. COACHING METHOD (ENGAGEMENT)

- ❑ **Lean in**
- ❑ **Listen**
- ❑ **Look (people need to be seen)**
- ❑ **Level**
 - Behavior focused
 - How it impacts self, others, future (alignment)
- ❑ **Put it into practice (partner)**
 - What did you notice?



THE P.O.W.E.R. COACHING METHOD (RESOLUTION CONCLUSION/FOLLOW-UP)

☐ Recap/Recalibrate

- Where do we go from here?

☐ Set follow-up

☐ Expectations/frame next conversation



LET'S CONNECT!

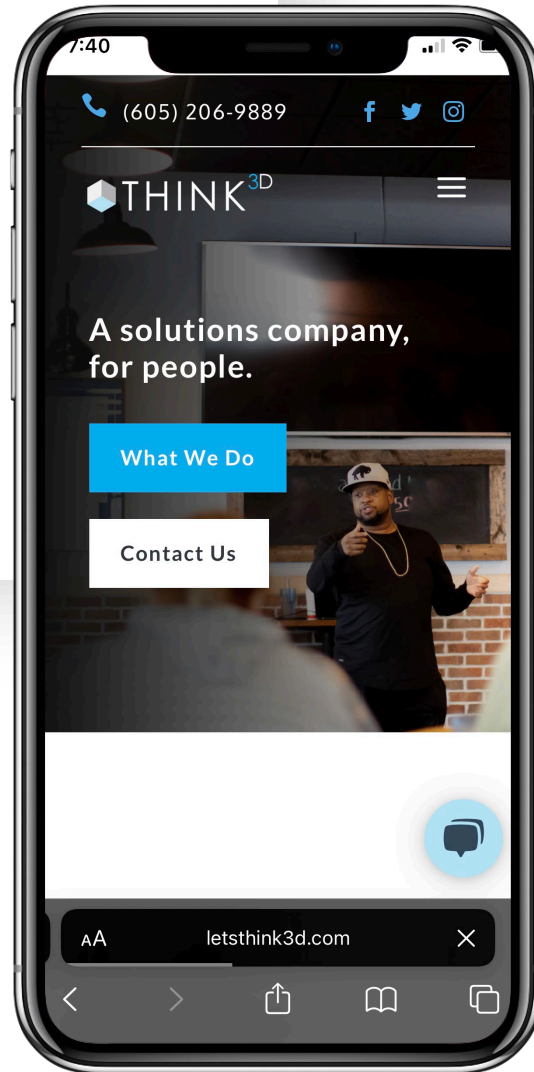
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