

# Situational



# COACHING @ Work

## COACH or ~~NOT~~ COACH?

Managers Must Identify When to Coach or Not ..... 1

## WHEN TO COACH

3 Common Situations to Use a Coaching Style ..... 1

## WHEN ~~NOT~~ to COACH

3 Typical Workplace Situations to Consider Other Actions ..... 1

## EMPLOYEE STYLE @ WORK

Assess How Each Personality Thinks, Acts and Performs @ Work ..... 2

## SITUATIONAL COACHING

Identify Situation Related to Employee Ability & Attitude or Other Factors ..... 4

## STRATEGIES for EACH SITUATION

LOW Will - LOW Skill ..... 5

HIGH WILL - LOW Skill ..... 6

HIGH SKILL - HIGH WILL ..... 7

HIGH SKILL - LOW Will ..... 8

## OTHER FACTORS

Situation Not Related to Employee Skill - Will ..... 9

## APPENDIX A: ASSESSMENT

- Situational Tool

## APPENDIX C: ASSESSMENT

- Team Style @ Work

## APPENDIX B: ASSESSMENT

- Your Style@ Work

