

Planning your coaching objectives for individuals

The purpose of coaching is to catalyse learning and increase independence - to help people identify the right questions and find their own answers faster and better than they would otherwise. In other words, great coaching builds others' independence and ownership of their thinking, feeling, behaviours and impacts – it helps people plan better and review better so that when they *do* things, the impact is more successful.

Using coaching skills can help you help others plan, act and deliver with increasing clarity, confidence, competence and commitment, while building stronger relationships & teams.

In order to help others to greater independence of thought, analysis, synthesis, planning, action and review... coaching behaviours support people in many ways, including to:

- develop greater clarity about the outcomes they want to achieve
- understand & analyse past history and current realities
- understand themselves, others and their interactions more usefully
- identify patterns in their thinking, feeling and actions
- generate more and better options for change
- evaluate which of those options to prioritise, and
- plan how to take real responsibility for their own mindset, skills, actions and results

Coaching outcomes you want to achieve with others

Make a few notes about people you need to coach and what changes you would hope to achieve with them.

Initials of person to coach	Results change desired	Behaviour change desired	Mindset change needed in them	Change in you / your approach to catalyse their change

Appendix 4 –planning coaching objectives for individuals (continued)

<i>Initials of person to coach</i>	<i>Results change desired</i>	<i>Behaviour change desired</i>	<i>Mindset change needed in them</i>	<i>Change in you / your approach to catalyse their change</i>