

Coaching Team Members to Become Their Best. Follow these steps:

1. Take Inventory: (1-10)	Current	Their Best / Potential	
(Assign rating on each element below)		My View	Their View
• Capable:			
○ Ability	_____	_____	_____
○ Capacity	_____	_____	_____
• Cohesive:			
○ Aligned	_____	_____	_____
○ Trustworthiness	_____	_____	_____
• Hungry:			
○ Desire	_____	_____	_____
○ Effort	_____	_____	_____
• Performance on Key Metric(s):			
○ _____	_____	_____	_____
○ _____	_____	_____	_____
○ _____	_____	_____	_____

2. Do they agree their potential is higher than current performance? Y N

3. Do they desire to improve performance? Y N

4. Do they desire coaching/assistance? Y N

5. What do they feel our 1:1 Cadence should be?:

Frequency _____ When will we meet next ____/____/____

6. What Intentionality Steps do they propose? (Specific, time frame, metrics)

7. What support do they want from me (leader/coach)?