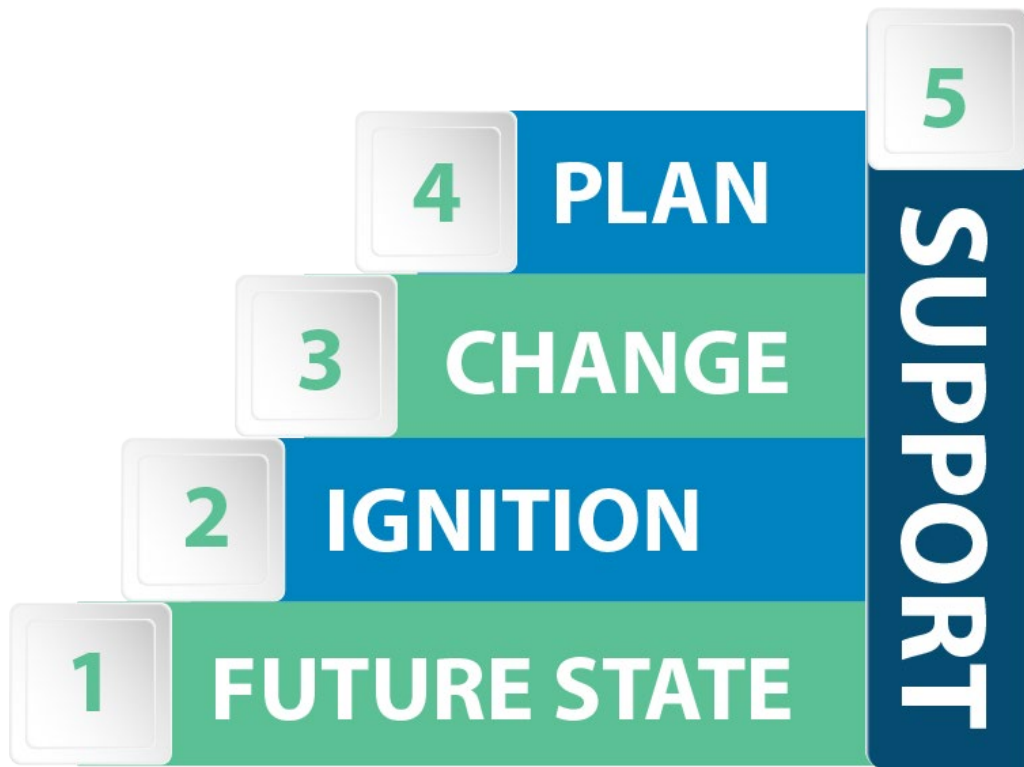


5 Steps for Effective Coaching

Effective coaching will better help your employees achieve their definition of success. Learning how to have discussions that encourage and support your employees will elevate performance and positively impact your practice.

5 Steps for Effective Coaching Model

This five-step coaching model will help you to have more productive, effective coaching conversations with your employees.



Check out these Aspire resources for more information on each step of the coaching process:

Humans in Your Practice "5 Steps for Effective Coaching" video series
Healthy Practice Podcast Episode 23: The Importance of Coaching in Your Practice

Leader's Toolkit

5 Steps for Effective Coaching

1. Future State

Help your employee describe their ideal future goals and dreams.

- *What do you want your future to look like?*
- *How do you want to improve your skills and abilities?*
- *What would you like to be better at or learn more about?*

2. Ignition

Discuss your employee's reasons for moving towards achieving these goals.

- *Why are these goals important to you?*
- *What will be different or better once you accomplish these goals?*

3. Change

Help your employee articulate the changes that are needed to achieve these goals.

- *What will you have to do differently to achieve these goals?*
- *What new habits, skills, or capabilities will help you achieve these goals?*
- *What will you need to learn or understand to move toward your future state?*

4. Plans

Help your employee create a clear, executable, tactical plan to achieve these goals.

- *How will you make these changes?*
- *What new routines will you create?*
- *What will your new daily schedule look like?*

5. Support

Understand how to best support your employee during this process.

- *How can I support you as you work to achieve these goals?*
- *How often would you like to meet to discuss your progress?*
- *Is there anyone else who can also support your efforts?*