

12 COACHING PATHWAYS

Print out this list or keep a digital copy on hand during coaching conversations. As you converse with the Talent, listen for “potential indicators” and place a check box next to any that seem relevant. A text box is included under each potential indicator for you to add notes.

While each individual conversation is unique, the broad patterns discussed below will help you guide the Talent toward pathways that may be the most helpful for growth.

1. Envisioning a bigger goal, life, or legacy.

- Potential indicator: The Talent is dissatisfied with the status quo and feeling stuck.

2. Aligning behavior and energy with values.

- Potential indicator: The Talent seems consumed with busyness and hard work, but has little passion and job satisfaction.

3. Stopping selling oneself short.

- Potential indicator: The Talent seems inordinately self-deprecating and unwilling to pursue ambitious objectives.

4. Holding oneself accountable.

- Potential indicator: The Talent seems to frequently blame others for their problems and lack of success.

5. Taking actions that are being avoided.

- Potential indicator: The Talent is highly motivated to achieve something but seems unwilling to move forward.

6. Using talents that have not yet been tapped.

- Potential indicator: The Talent has demonstrated considerable success in other dimensions of their life.

7. Facing up to reality.

- Potential indicator: The Talent does not seem to really believe their own story.

8. Gaining fresh perspectives.

- Potential indicator: The Talent expresses powerlessness or apathy.

9. Choosing optimism, confidence, and happiness.

- Potential indicator: The Talent lacks energy and appears forlorn.

10. Moving past mistakes and failures.

- Potential indicator: The Talent is reluctant to make ambitious plans for the future.

11. Integrating competing aspects of work and life.

- Potential indicator: The Talent is very busy and very unhappy.

12. Clarifying boundaries.

- Potential indicator: The Talent appears to be overly concerned about what others think of them.