

# Four Keys

## to Coaching Success for Managers



**Steer clear of having all of the answers.**

Ask more and tell less. While it is tempting to hand out the answers, this leads to stagnation and dependence in the person being coached.

**Be mindful. You don't know as much as you think.**

Open up to learning things only your team members know given their closer proximity to the field of play. Humble yourself to listen and you may find solutions to problems you didn't even know you had.



**Lose the fear of crazy ideas.**

Encourage inventiveness and applaud the novel. If you shut down new ideas because you are afraid of them, team members can only believe that sharing ideas is unwanted which leads to disengagement. Be open to and encourage innovative ideas to open new channels of involvement, imagination, and resourcefulness.

**Be patient and give people space to grow.**

Very few things happen quickly, particularly when it comes to behavior change. Successful coaching requires cool resolve and diligence.

