UNCoMpLicATeD COACHing for
Performance Improvement

DEFINING CONVERSATION (one time)

You've been doing a great job with _____, if there was one thing you could improve or change to be more successful, what would that be and why?

What could you do to make it better?

How can I help you?

REFINING CONVERSATIONS (repeat until you see results)

How have you been progressing with that performance improvement idea?

POSITIVE RESPONSE
Sounds great! Do you have any other ideas for making it even better?

OR

NEGATIVE RESPONSE
Sounds like you've had some challenges. What could you do to make it better?

How can I help you?