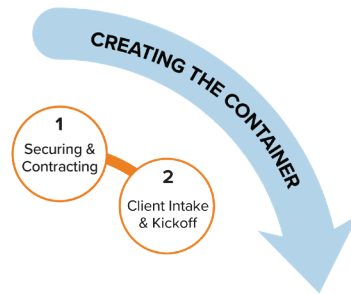


HOW ARE YOU INTENTIONALLY ENGAGING?

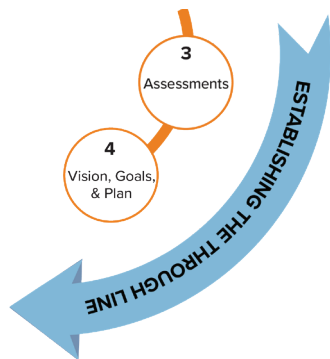


PHASE I

Defining ways of working with your client and the organization and developing the safe space and trust required in an impactful coaching relationship.

- I prepare thoroughly for chemistry calls.
- I establish confidentiality and boundaries with the client and the organization.
- I create alignment on the coaching process, roles and responsibilities with the client and the organization.
- I use a purposeful intake process to deepen the client's self-awareness and to build our relationship.
- I balance foundational relationship building with time-sensitive coaching needs.

NEW TO THIS WORKING ON IT WANT TO REFRESH I GOT THIS!

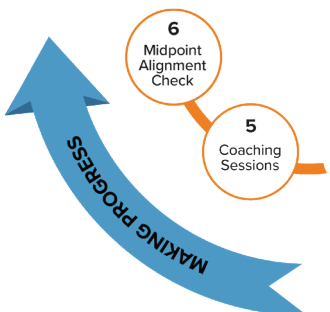


PHASE II

Clarifying where the client is today, what future success looks like personally and professionally, and the meaningful goals and coaching plan that will help them get from here to there.

- I craft an assessment strategy to expand the client's awareness while aligning with organizational preferences.
- I prepare myself to debrief assessment results in a way that best serves the client.
- I thoughtfully prepare my client to receive assessment results prior to the debrief.
- I support the client to develop a vision of their future and integrate it with assessment insights to create meaningful goals and a coaching plan.
- I work with the client to engage their sponsor in a discussion to align on their goals and coaching plan.

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PHASE III

Coaching clients to make the changes they aspire to, while checking for alignment with the client and the organization. Great coaching coupled with alignment touch points leads to clarity regarding success and client progress.

- I manage my practice capacity and schedule to ensure I can be fully present with each client.
- I prepare prior to and reflect after each coaching session.
- I observe my client's presence at the start of every session and support them to shift into a coaching mindset when appropriate.
- I maintain presence throughout each coaching session so I can attend to the work.
- I regularly check-in throughout the engagement to ensure the client and I are aligned on our work.
- The client and I check-in with their sponsor to ensure ongoing alignment.

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HOW ARE YOU INTENTIONALLY ENGAGING?



PHASE IV

Supporting the client and the organization to reflect on the work that has been done, celebrate the client's progress, and plan for the future. A strong finish creates a smooth transition out of coaching into continued growth.

I track engagements and proactively prepare the client and the organization for the end of the engagement.

I engage the client in meaningful reflection to harvest learnings and celebrate progress.

I work with the client to create an ongoing development plan that builds on the progress made.

I support the client and sponsor to prepare and come together for a closing meeting to recognize progress made and confirm organizational support moving forward.

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BEYOND THE ENGAGEMENT: COACHING PRESENCE

I have regular practices to support my ongoing presence

I pause and employ practices to be present before, during and after a coaching session

I take opportunities to learn about and grow my ability to be present

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BEYOND THE ENGAGEMENT: ONGOING DEVELOPMENT

I regularly reflect and take stock of my strengths and challenges to fuel future development

I have created an ongoing development strategy that I review and refresh periodically

I actively engage in learning communities to support my own development

NEW TO THIS	WORKING ON IT	WANT TO REFRESH	I GOT THIS!
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NOW PAUSE & CONSIDER

Where am I engaging intentionally today?

Where do I see opportunities to increase intentionality?

I am energized around experimenting in these areas: