

Coaching Styles

Choose the coaching style that fits best for:

- the person being coached.
- your own personal style.
- the situation.
- the desired outcomes.

The two main kinds of coaching are:

Directive coaching

Nondirective coaching.

Directive Coaching

In directive coaching, the coach takes the position of an expert: He or she tells the coachee what needs to be done and how to do it.

Advantages

- It saves time.
- It allows the coachee to see a model of what worked in another situation.
- It provides a framework for clear expectations of the outcomes.

Disadvantages

- It tends to set up a parent-child communication pattern.
- It might not address the needs of the individual.
- It can inhibit creativity and close off communication.

Language examples of directive coaching

“Let me show you what needs to be done”

“Don’t do it that way. This approach works much better.”

“You should not . . .”

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Nondirective Coaching

In nondirective coaching, the coach and the coachee create a partnership to solve problems or develop skills. The coach takes the position of a facilitator to accomplish the outcomes. The coachee decides on the appropriate goal.

Advantages

- It addresses the needs and desires of the coachee.
- It doesn't require that the coach be an expert on the content.
- It doesn't require as much up-front preparation.

Disadvantages

- It requires the coach to be an excellent listener and facilitator.
- It tends to require a longer commitment of coaching time.
- It puts more emphasis on the coachee's willingness to commit to change and carry through.

Language examples of non-directive coaching

"What do you think the challenge is?"

"How often does this happen?"

"If you had a chance to try it again, what would you do differently?"

"What matters most to you?"

"What would you like to achieve?"

"What have you tried so far?"

"How do you know that this is true?"

"Who might be able to help?"

"What kind of support do you need?"

"What options do you think are best?"

"What might get in the way?"