



PI[®] Fridays with Bob

May 27th, 2011

Coaching

Bob Wilson, Facilitator

A D V **i** S A





Frequently Asked Questions

Q: Can I get a copy of the slides?

Yes. Please download the slides at this link on our website:

www.advisausa.com/Webinars.aspx

Q: Will a recording of this webinar be made available?

Yes, this webinar is being recorded and will be available within a few days at this same link on our website:

www.advisausa.com/Webinars.aspx

Coach



A large, covered, four-wheeled carriage used in the 16th-19th century as a public conveyance



A private tutor who prepares a student in a subject for an examination



One who instructs players in the fundamentals of a competitive sport and directs team strategy



Coaching:

takes you from where you are
to where you want to be.



Before trying to coach someone:
the person being coached must
agree to go from where they are to
a new place.

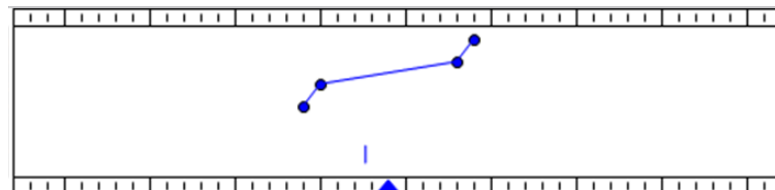
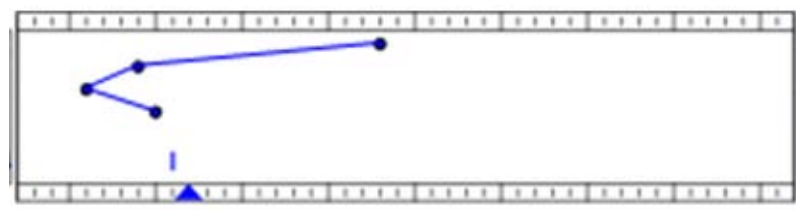
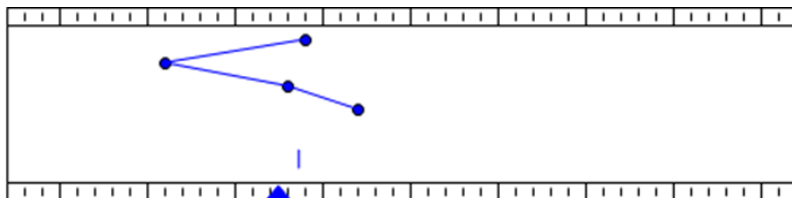
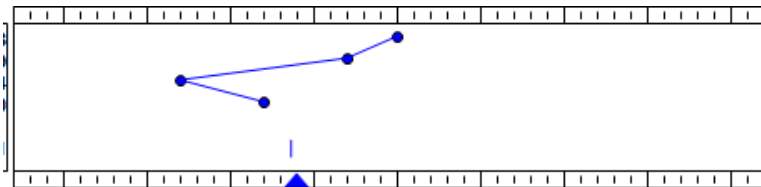


What is the difference between a
boss and a ***coach***?



The first step in successful coaching:
defining where you are and where you
want to be.





Start by thinking about yourself



PI implications for coaching self-management - The A Drive

If you're a...	Strong Points	Areas of Concern
High A	Direct, OK with conflict	Listening, hard-edged
Low A	Helpful, supportive	Avoiding conflict, too indirect



PI implications for coaching self-management - The B Drive

If you're a...	Strong Points	Areas of Concern
High B	Motivating, positive	Circuitous, non-linear
Low B	Analytical, Data-oriented	Miss feelings, blunt



PI implications for coaching self-management - The C Drive

If you're a...	Strong Points	Areas of Concern
High C	Relationships, process oriented	Immediate feedback, covering everything
Low C	Prioritization, intensity	Pressure, hurried



PI implications for coaching self-management - The D Drive

If you're a...	Strong Points	Areas of Concern
High D	Detail orientation, accuracy	Inflexibility, too much information
Low D	Flexibility, comfort with ambiguity	Not enough information, letting things slide



Coaching to the “A” drive

High A	Low A
<ul style="list-style-type: none">• Be direct• Clarify the wins and losses• Challenge• Ask them for solutions	<ul style="list-style-type: none">• Be gentle• Remove conflict



Coaching to the “B” Drive

High B	Low B
<ul style="list-style-type: none">• Try to make it fun• Communicate, Communicate, Communicate• Be positive• Reward movement with personal praise	<ul style="list-style-type: none">• One-on-one• Provide data



Coaching to the “C” Drive

High C	Low C
<ul style="list-style-type: none">• Build a process for change• Wherever possible demonstrate behavioral changes• Develop a personal relationship• Show you care	<ul style="list-style-type: none">• Get to the point• Don't waste time



Coaching to the “D” Drive

High D

- Provide clear expectations
- Remove risk
- Accept blame for mistakes during learning
- Provide performance feedback

Low D

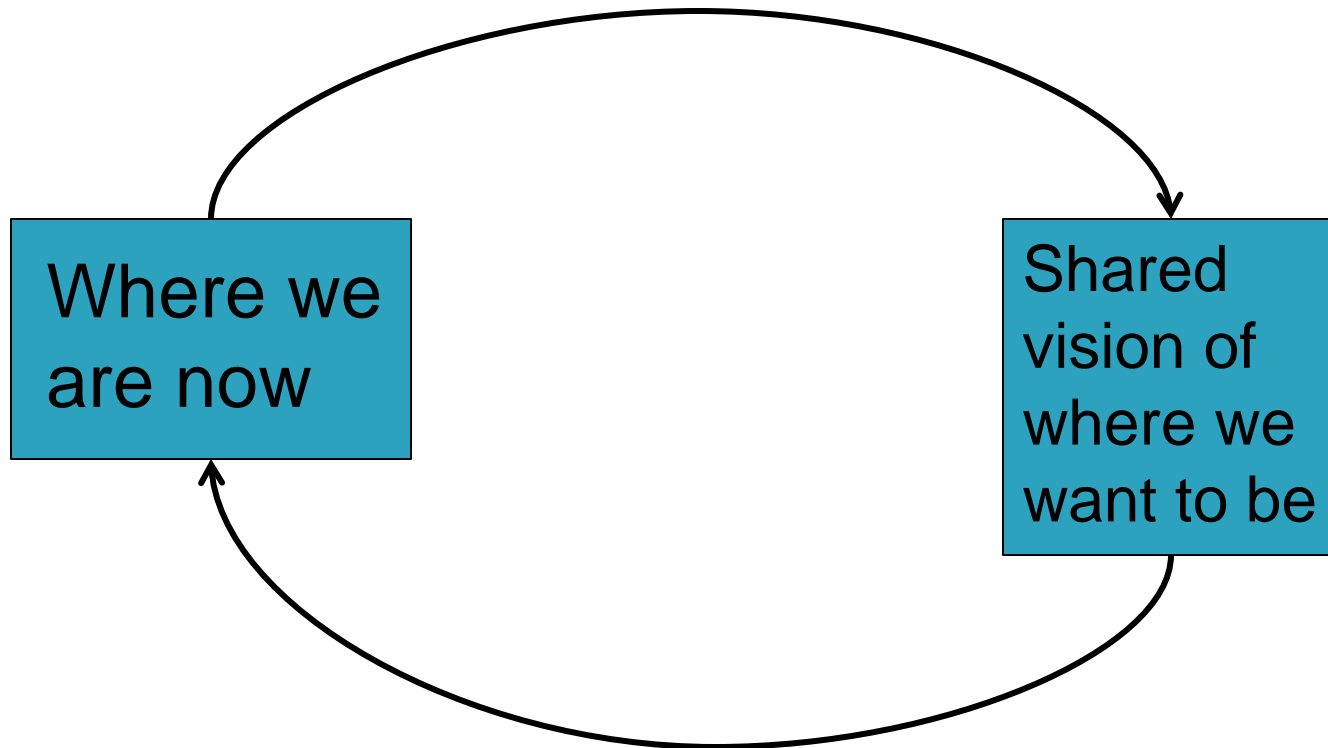
- Determine what’s necessary
- Document consequences



Polls and Discussion



The Feedback Loop





Next Session

Friday, June 24th

9 a.m. ET

Topic: The “D” Drive

*In the meantime, visit our blog at:
<http://blog.advisausa.com/blog/advisa>*

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Questions for Bob





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