

## Coaching Tips for Corporate Guides – Month 1

**Milestone:** Initiation and Definition

### Coaching Objectives:

- Coaching partners introduced and become acquainted.
- Partners are establishing objectives.
- Partners define how the relationship will be structured for the next 9 months (e.g., when, and where to meet; who will schedule meetings)

### Suggested Topics and Sample Questions

#### General

- How long have you been with the organization?
- What is your role and major responsibilities?
- Who do you interact with (report to, supervise, engage)?
- Who are your actions most visible to?
- What do you consider to be your strengths? Areas for Improvement?
- What in your life are you most proud of?
- What other things can you tell me about your professional background?

#### Work/Role Specific Questions

- What kind of things motivate you to want to improve/evolve?
- What do you like most about your work environment?
- What type of projects are you working on now?
- What do you like least or feel you are tolerating?
- What kind of stress or pressure are you under right now, and what is causing it?
- What has been the biggest thing you have had to overcome?

#### Assessment Specific Questions

- What did you think of the IDI assessment you took?
- Were your results and debrief helpful?
- What did you learn about yourself?
- What are the one or two things you will do based on your IDI results?
  - Share your perspective on your IDI results as well.

#### Clarify Expectations

- How would you like to schedule our monthly meetings?
- If there is a critical issue, how will we communicate in between meetings?
- What are the two to three things you would most like to get out of the CII Program?
- What is your vision for what will be different in a year from now?

- What are you expecting from our coaching partnership?
- What do you need most from me today?
- What resources/support do you need from others?
- What questions do you have for me, either about me or about our coaching partnership?