THE LINK COACHING MODEL

INTAKE

Process Orientation
Set Framework
Initial Contracting
Clarify Coaching Goals

ESTABLISH FOCUS

INQUIRY

Self Assessment
Feedback
Observation
Shadowing
Work Product

GENERATE POSSIBILITIES

CUSTOMIZE

Create Coaching Plan
Ensure Individual &
Organizational Alignment
Refine Contracting

DESIGN THE ACTION

COACH

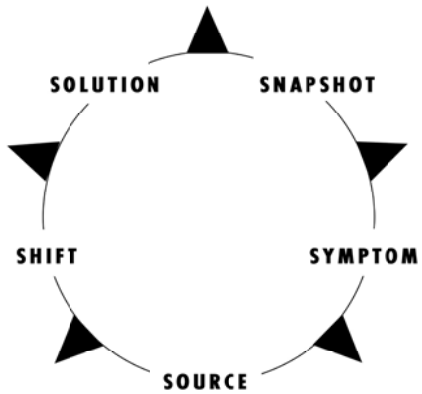
Reflection
Observation
Feedback
Questions & Requests
Expanding Insight
Identify & Close Gaps
Action Planning

REMOVE BARRIERS

MEASURE

Self Evaluation
Mini-360
Peer &/or
Manager Evaluation
Benchmarks
Work Product

COACHING CONCLUDES OR CONTINUES WITH RECALIBRATING



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