

## So, you think I could benefit from COACHING, how?



**“Coaching is unlocking a person’s potential to maximize their performance. And, it is also helping them to learn rather than teaching them.” – John Whitmore, *Coaching For Performance***

**What is coaching?** Coaching is used to assist an individual with improving job performance, advancing in a career, or achieving greater satisfaction or success with a job, career, or business.

### **How can it help an employee?**

Coaching will focus on helping improve knowledge, skills or expertise to achieve the coachee’s and the organization’s coaching goals.

**Why Best Care?** Through one-on-one sessions, the Best Care Coach will work with the client to plan, practice and acquire specific competencies and/or achieve specific goals.

This coaching process works best when conducted over a period of time that allows for incremental learning, self-discovery and experimentation.

The client will collaborate with the coach on new, more effective individual approaches to engaging and delivering results in a variety of contexts. This is a commitment that takes time and effort and it is up to the client to ensure the coaching sessions do not interfere with meeting her/his work objectives.

This process will start with assessments to help the client self-reflect and obtain feedback from others on things like their interpersonal style, mindset, and current level of effectiveness.

As with any development program, the client is responsible for his/her own learning and success. However, it is also critical that the client’s manager and the organization support the process as well. Wondering if you will benefit from coaching? See sample assessment on the next page:



**BEST CARE EAP**

## COACHING ASSESSMENT

This is a sample assessment to see if you might benefit from coaching. You can ask these questions of yourself or if you are a manager, ask your employee to take it:

- Am I open to feedback, ideas other than my own, and genuinely committed to personal and professional development?
- Do I view learning as a high priority?
- Am I willing to explore what might be holding me back from achieving my full potential?
- Am I open to taking risks and making changes that may require adopting new behaviors that result in greater personal, professional and organizational impact?
- Am I willing to test my beliefs and let go of those holding me back in favor of others that serve me?
- Am I willing to reflect on what's working for me, observe myself in action, and pinpoint opportunities for development that facilitate greater personal and professional capability?
- Am I willing to engage in introspection, learn and take action to practice new skills that can help me achieve better results?
- Am I willing to do the hard, incremental work over time to create new practices, build new skills, and set me on a path of persistent learning?

**How uncomfortable – or excited – did these eight questions make you feel?  
How many were you able to answer with a resounding “yes?”**

If you responded **“YES”** to at least five of these questions, you have a high **“coachability quotient”** and would benefit from Best Care Coaching.

Coaching may not be right for everyone, but if:

- You are looking to advance your career
- Already working on ways to improve your overall effectiveness
- You have an employee you know has management potential

then this is definitely the right avenue to take!

Want to speak to someone directly about coaching options through Best Care?

Call **402-354-8000** or **800-801-4182** or **send an email to [eap@bestcareeap.org](mailto:eap@bestcareeap.org)**.



### CONFIDENTIALITY:

Coaching is not individual counseling or therapy, also it is not a corrective action to poor performance.

It is an educational process and the information provided during the process is not protected health information. Sharing information between the coaching client and the manager and/or the organization's representative related to setting and achieving the coaching goals is part of the process. Information unrelated to the coaching process will be kept confidential to the extent requested by the client unless release of the information is required by law.