5 KEYS TO EFFECTIVE COACHING

- Listen and Ask Questions

 Asking questions allows employees to relive accomplishments and earn reinforcement. It also leads to more effective problem solving.
- 2 Check In Frequently
 Don't wait for problems to occur. Show up
 when things are going well. Make yourself
 available and do what you say. This builds
 accountability and trust.
- Provide Reinforcement

 Look for people doing it right. Improvement accelerates the more you positively reinforce the right behavior.
- Practice Shaping

 Plan for and identify incremental improvements in behavior and then reinforce them along the way. This takes patience so be prepared!
- Don't let accomplishments go unnoticed. Make them visible and celebrate as a team.

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