



Coaching Phase 1: Goal Setting

- Self assessments (*MBTI Step II, TKI, FIRO-B, EQi 2.0, AcuMax Index*)
- 360-degree feedback assessment (*Benchmarks for Managers or tailored 360*)
- Coaching intake form
- Coaching goals planning form (*goals, actions, execution measures*)

Coaching Phase 2: Implementation

- Implement action plan (coaching goals planning form)
- Address current challenges and obstacles to goals
- Self-evaluation of progress
- Mid-point review of progress with supervisor
- Mid-point feedback gathering from team members

Coaching Phase 3: Track Results

- Final self-evaluation of progress
- Final review of progress with supervisor
- Final feedback gathering from team members
- Evaluation of coaching progress
- Identify structures of support going forward for continuous improvement