

What's My Coaching Style

ONLINE COURSE

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- BL / Business License – Less than 5,000 employees
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What is this title about?

Identify Your Style, Elevate Your Coaching, Inspire Success

Coaching is an important aspect of any organization and any leader/manager-employee relationship. Coaching helps employees attain professional goals, have better performance, reduce stress, continue learning, communicate effectively, and more. With all these important results of coaching, it's clear that being a good coach is crucial. Did you know that a lot of who you are as a coach relies on your personality style? That's why a coaching style course that assesses your personality style and coaching style is an invaluable tool to help you become an even better coach.

What's My Coaching Style, a part of HRDQ's best-selling Style Suite, is a coaching style course, assessment, and workshop that measures personality style and explores how it relates to coaching and interpersonal relationships. Coaches and managers will identify and understand the different personality traits and learn how to capitalize on their personal strengths while minimizing potential weaknesses. *What's My Coaching Style* measures an individual's preference for one or more basic behavioral styles: Direct, Spirited, Considerate, and Systematic. With this knowledge, individuals can better understand why they behave the way they do, learn how to adapt their behavior to improve interpersonal relationships, develop rapport, and, ultimately, become more effective coaches.

The HRDQ Style Model forms the basis of every product in the Style Suite. It provides a simple yet powerful framework that your learners can apply to communication, leadership, teamwork, time management, coaching, learning, and sales. With the HRDQ Style Suite, you'll have a profound impact on performance skills in your organization.



Note: The following pages offer select screenshots as a preview of the course content and design.



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right corner of each slide for audio transcription.*

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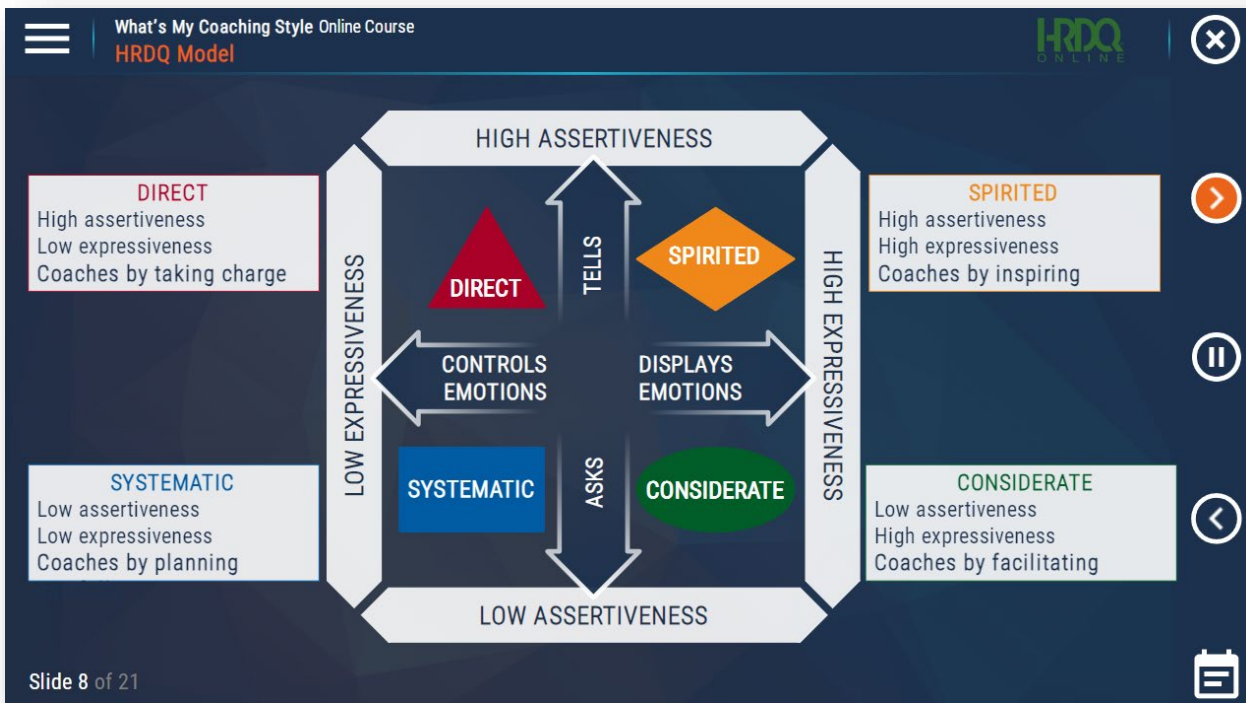
What's My Coaching Style Online Course
Introduction

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In this lesson you will:

- Identify the four types of Coaching styles
- Identify the characteristics of each style
- Learn ways to "flex" style

Slide 3 of 21



What's My Coaching Style Online Course
Descriptions of Coaching Styles

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WHAT DOES THIS COACH FOCUS ON IN A COACHING SITUATION?

- Creating a comfortable environment
- Using empathy
- Encouraging positive solutions

HOW DOES THIS COACH RELATE TO HIS OR HER COACHEE?

- Encourages learning
- Listens for understanding
- Shows patience

A QUOTE YOU MIGHT HEAR THIS COACH USE:

"When things go wrong, as they sometimes will, When the road you travel, seems all uphill, And you want to smile, but you can't, When care is pressing you down a bit, Rest if you must, but don't quit. Success is failure turned inside out; Success may be near when it seems out of sight. So, stick to the fight when things seem their hardest. It's when things go wrong that you mustn't quit."

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What's My Coaching Style Online Course
Direct

I-RDQ ONLINE

STRENGTHS	TROUBLE SPOTS
Takes charge	Doesn't allow coachee to discover things for him or herself
Uses direct verbal communication	May take on more work than is necessary
Focuses on the end results	Speaks frankly, possibly hurting the coachee's pride
	Focuses too much on the end result, neglecting to develop rapport with coachee

DIRECT

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What's My Coaching Style Online Course
Systematic Coaching Style

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MOST EFFECTIVE

Working with coachees who like the "tried and true" methods for solving problems

LESS EFFECTIVE

Working with coachees who like to question the way things are usually done

SYSTEMATIC

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What's My Coaching Style Online Course
Putting It All Together

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THE KEY TO A SUCCESSFUL COACH-COACHEE RELATIONSHIP IS **BUILDING RAPPORT**.

TO **EFFECTIVELY BUILD RAPPORT**, THE COACH MUST FIRST BECOME "IN TUNE" TO THE CHARACTERISTICS OF EACH STYLE.

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What's My Coaching Style Online Course
Knowledge Quiz

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What are the four primary styles of coaching?

- Organization, Objectivity, Tradition, and Sincerity
- Direct, Spirited, Considerate, and Systematic
- Initiation, Conceptualization, Challenge, and Achievement
- Control, Achievement, Control, and recognition




Question 1 of 8

Submit

What's My Coaching Style Online Course
Knowledge Quiz

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Match the list of characteristics to the coaching style they represent.

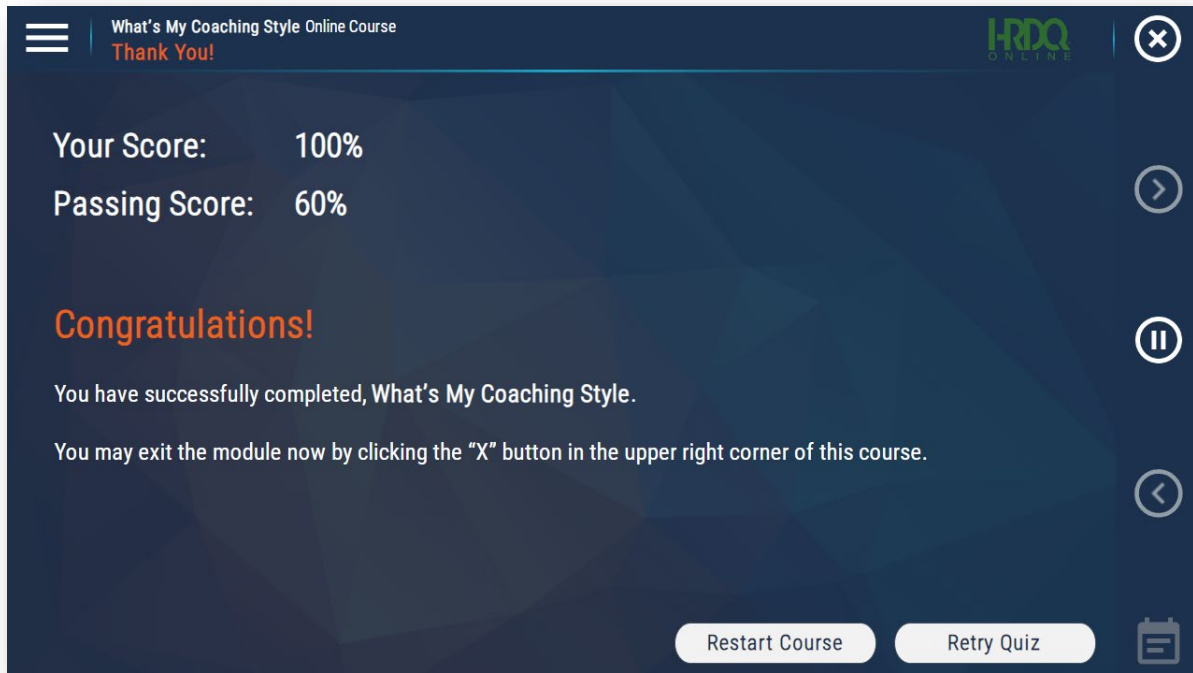
 DIRECT	<input type="text"/>	 SPIRITED	<input type="text"/>
 SYSTEMATIC	<input type="text"/>	 CONSIDERATE	<input type="text"/>

<input type="text"/> Low assertiveness, high expressiveness - Coaches by building group harmony.	<input type="text"/> High assertiveness, high expressiveness - Coaches by inspiring.
<input type="text"/> High assertiveness, low expressiveness - Coaches by taking charge.	<input type="text"/> Low assertiveness, low expressiveness - Coaches by planning carefully.

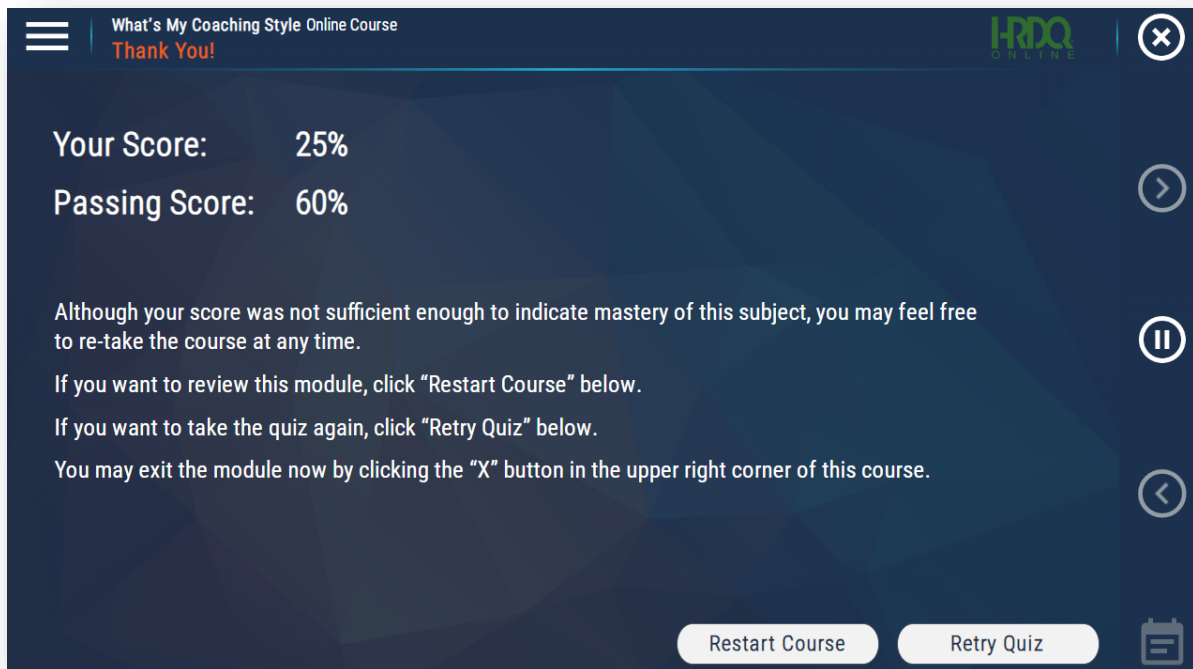
Question 3 of 8

Submit

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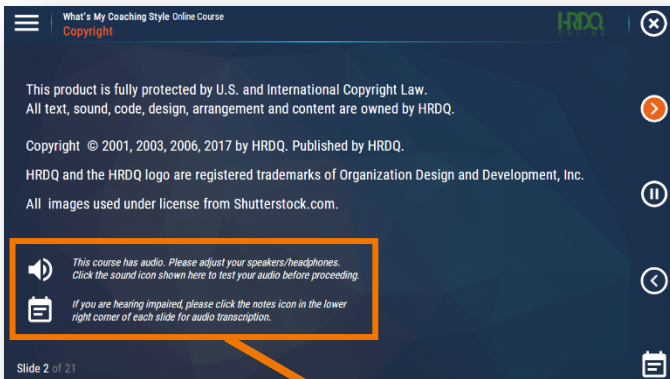



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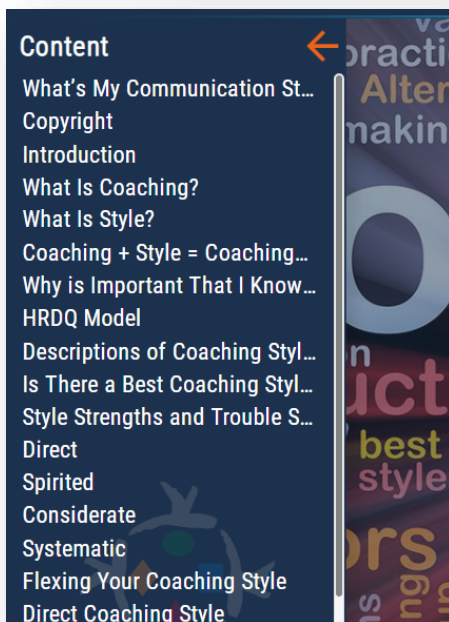
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Navigation

In addition to the forward and back buttons on each slide, users can jump to specific sections of the course using the content button in the upper left corner of each slide. Keep in mind that users must view all content on a slide before moving forward or jumping to a particular section.

What's My Coaching Style Assessment and Workshop

Unlock immediate and lasting performance improvement with *What's My Coaching Style*. Start your journey to better coaching today by identifying your coaching style, recognizing your strengths and trouble spots, and learning how to modify your behavior for a more effective coaching experience.



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