



COACHING RELATIONSHIP

JOHN Q. PUBLIC

Your coaching relationship with JANE Q., your coach

This report describes the coaching relationship between you and your coach JANE Q.

Statements that appear here tend to be important for people who answer the Questionnaire like you and JANE Q. – they may not necessarily all be significant for you two. There are checkboxes for you to use to mark or flag significant statements

Section A. Some basic similarities and contrasts in your styles

- You're a pretty straightforward person, and you'll probably find that JANE Q. is too
- You're both naturally authoritative – you like to be assertive and you both enjoy lively debate
- You are rather more idealistic than JANE Q. is: you place a high value on intangible values, while JANE Q. tends to be more individually competitive
- Both of you see direct action as the key to most problems

Section B. A summary of your interests

- Generally speaking, you are drawn to practical, "hands-on" tasks, projects, and occupations which yield shorter-term, tactically-based results

Section C. What you can do to get the most from your coaching relationship with JANE Q.

- JANE Q. tends to avoid social niceties, but it can be important for you that other people be friendly. Don't mistake JANE Q.'s directness for unfriendliness
- You like matters to be presented to you in unambiguous terms, and JANE Q. has a greater tendency to see subtleties in the decision-making process; try to be patient, because what JANE Q. has to show you can increase the effectiveness of your decision-making



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JANE Q. PUBLIC

Your coaching relationship with JOHN Q, your client

This report describes the coaching relationship between you and your client JOHN Q

Statements that appear here tend to be important for people who answer the Questionnaire like you and JOHN Q – they may not necessarily all be significant for you two. There are checkboxes for you to use to mark or flag significant statements

Section A. Some basic similarities and contrasts in your styles

- You're a pretty straightforward person, and you'll probably find that JOHN Q is too
- You're both naturally authoritative – you like to be assertive and you both enjoy lively debate
- JOHN Q is rather more idealistic than you are: placing a high value on intangible values, while you tend to be more individually competitive
- Both of you see direct action as the key to most problems

Section B1. A summary of JOHN Q's interests

- Generally speaking, JOHN Q is drawn to practical, "hands-on" tasks, projects, and occupations which yield shorter-term, tactically-based results. Anticipate a need for some vigilance on your part, therefore, where your coaching is focused on strategic or creative issues
- A special note: JOHN Q's interests are very different from yours: be sure you are coaching to JOHN Q's interests and broadening them, rather than being too influenced by your own

Section B2: Significant differences between your interests and JOHN Q's interests (if any)

- You should exercise some caution where JOHN Q's interests are different from yours. Many coaches tend unconsciously to "coach to" their own interests rather than those of their client. If you remain aware of the differences listed here (should there be any), you will increase the effectiveness of your coaching
- JOHN Q has a significantly higher interest in outdoor activities than you do. While this may express itself quite simply in a liking for careers or leisure pursuits that are based outdoors, it can also bring with it a practical, tactical approach to management and/or the organization; ask questions to find out if this is the case for JOHN Q



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SECTION C: Things to be aware of in your coaching relationship with JOHN Q

- JOHN Q likes you to get to the point; JOHN Q can get annoyed if you are too solicitous
- Feeling liked overall is important to JOHN Q – perhaps more important than JOHN Q may realize. If you are suggesting strategies that involve JOHN Q opposing "group-think," you can anticipate that push back without JOHN Q really realizing it is being done
- JOHN Q has a need for at least some detailed thinking fairly early in any strategy that you may propose; without this, JOHN Q can be inclined to suspect you are talking in generalities without any real ideas about structured implementation
- JOHN Q responds well to natural authority figures; you can be forceful with JOHN Q on occasion, as long as you are prepared to deal with a forceful response and a lively debate
- JOHN Q can often have an excess of physical energy which, if not otherwise diverted, can manifest itself in micro-management of others or revisiting tasks which are completed and should be left alone. An effective strategy can be some regime of physical exercise to dissipate those excess energies; failing that, encourage JOHN Q to stay up moving around rather than taking cabs or elevators, and so on
- JOHN Q can find difficulty with more complex, nuanced, or ambiguous situations. Be ready with strategies to help JOHN Q better handle them