



16: Team Coach

W o r k s h e e t s

Evaluate past performance through the 8 R's. Next, apply those same steps to your next difficult discussion.

- 1. Rapport Building**
- 2. Raise the Issue**
- 3. Request Ideas**
- 4. Reveal Vulnerabilities**
- 5. Ripen Solutions**
- 6. Regroup Together**
- 7. Relax and Exert Patience**
- 8. Review Performance**

Are you engaging your team members regularly to provide clear goals and support for their development?

How are you supporting each team member's career ambitions?

How are you specifically supporting team member's application process?