

MTD Quick Tips

How To Coach A Perfect 10!

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How To Coach A Perfect 10!

The other day I was delivering some coaching skills training for a company when a delegate asked me how she should coach the person who is an introvert and has little to say.

This is the type of person when you start your coaching session by saying "How is everything going?" they just reply with "OK" and then the tumbleweed makes its way across the floor!

Overall, during a coaching session the coach should be doing around 30% of the talking and the coachee should be talking around 70% of the time.

This is a challenge when you talk to someone who either does not have a lot to say or who is naturally shy.

This is what I recommend:

After you get the normal "OK" response ask this:

"On a scale of 0-10, with 10 being absolutely perfect and 0 being the pits, where would you currently rate yourself?"

If the coachee responds with a "7" that must mean that to have rated themselves a "7" they must be comparing themselves to what a "10" looks like.

So the next response and question to ask is:

"A rating of 7? That's great. What would a 10 look like to you?"

Let them explain this and probe a little deeper.

What you are doing here is stimulating a conversation by using an alternative method other than just saying "What is going good right now?"

To someone who is naturally shy you are not going to get a lot out of them by asking this question.

Then, the next steps would be to ask:

"So you have described a 10. And you rate yourself a 7. What do you need to do to bridge the gap?"

I hope you can see how powerful this method is?

And you can use it on all types of people not just the shy ones - I use it all of the time!

I hope you enjoyed this tip? Add this technique to your tool box of skills and make your coaching sessions more effective!

Are you interested in becoming a more effective coach?

If so, I have put some materials together for you that will help you plan out and execute your coaching sessions a lot better.

To download these materials please visit:
http://www.m-t-d.co.uk/coachingmaterials.htm

To your success!

Sean

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About Sean McPheat



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Founder and MD of international management development firm MTD Training, Sean McPheat is widely regarded as a leading authority on modern day management and leadership.

Sean is a bestselling author, and has been recognised for his own business building skills through the **British Business Awards** and has been featured in the **Who's Who Of Britain's Business Elite**.

He has been a regular judge for the UK's Young Enterprise Programme but was not as horrible as Simon Cowell (well almost!)



Sean has been featured on **CNN International, the BBC, SKY, ITV, The Guardian, Forbes, Arena Magazine, Marketing Weekly, Business Zone, Winning Edge** and radio stations such as BBC WM and LBC (London's Big Conversation).

Sean has over **250 media credits** to his name and his weekly email tips go out to over **60,000 people** interested in management and development strategies.

Sean is also a **much sought after media figure and motivational speaker** on all topics related to management, HR, business improvement and entrepreneurialism.