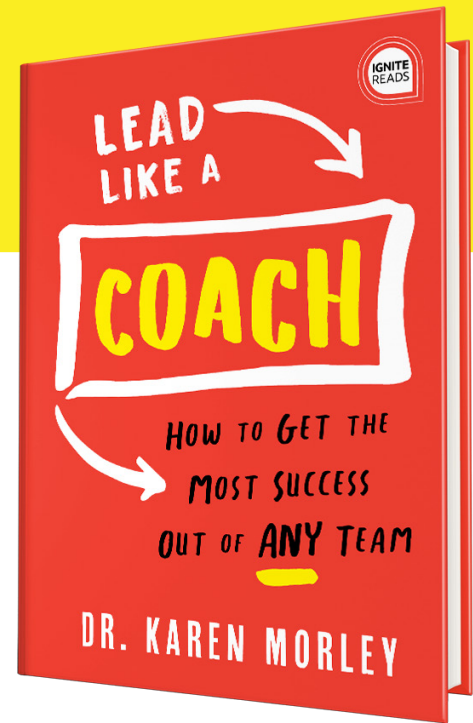


## Spark Impact in Just One Hour

Value-Building Experiences  
by SimpleTruths.com



# A Guide for Team Success:

*Lead Like a Coach*  
By Dr. Karen Morley

Includes printable worksheet for meeting participants  
©2020 Simple Truths, LLC

**BECOME THE MENTOR YOU ALWAYS WISHED  
YOU'D HAD AND IN THE PROCESS, GET THE  
MOST SUCCESS OUT OF ANY TEAM.**

**HOW?**

**Prior to your meeting, provide a copy of *Lead Like a Coach* to each meeting participant and request the participants read the book and come prepared for discussion. The book will also serve as a learning tool and a future resource to reinforce training ideas.**

**Ask these thought-provoking questions prior to discussing the book:**

1. What kind of leaders have you had in the past? What type of leadership style was your favorite and why?
2. How would you describe your leadership style?

## **BOOK DISCUSSION QUESTIONS**

### **1. Organizations Are Better Places When Leaders Coach**

- ▶ How actively engaged are your team members?
- ▶ What improvements would you like to see in the engagement of your team?

### **2. Coaching is Contagious**

- ▶ How well do you balance your attention between future capability needs versus results right now?
- ▶ What might you do to get the balance right?

### **3. How Much and How Well Do You Coach Now**

- ▶ What do you or don't you believe about coaching?
- ▶ How easy do you find it to take the perspectives of others?
- ▶ What space do you leave your team to act on their own authority?

### **4. Develop Your Coaching Presence**

- ▶ How might you enable self-correction (to improve each team member's insight into their patterns and style and the ability to see their actions objectively)?
- ▶ What can you do to support self-generation (to develop each team member's capability to renew, ask questions, and let go of unhelpful assumptions)?

### 5. Believe in Your Power to Coach

- ▶ How focused are you on solutions (rather than development) with team members?
- ▶ What support or challenge can you give right now that will help your team members develop their future capability?

### 6. Think Like a Coach

- ▶ Can you identify what negative thoughts you have about your abilities? What strategy can you put in place to pull yourself away from those thoughts?
- ▶ How might you help your team identify their own negative thoughts and allow them to more accurately assess their abilities?

### 7. Warm It Up Like a Coach

- ▶ For people to feel safe at work, you need to meet five important human needs. For each, determine how you will pay attention to these needs and how you can involve your team in the process:
  - I matter (My being here has value)
  - I belong (I feel like I am part of the team)
  - I'm enabled (I have what I need to contribute to the team)
  - I contribute (What I do makes a difference to the team)
  - I'm respected (You recognize me for who I am)

## Spark Impact in Just One Hour

Value-Building Experiences  
by SimpleTruths.com

*Lead Like a Coach*  
By Dr. Karen Morley

### 8. Play It Like a Coach

- ▶ How often do you coach in the moment versus coaching in dedicated conversations? How well does this balance work for you?
- ▶ How do your team members respond to coaching?

### 9. Improve the Play with Feedback

- ▶ Do you use feedback to increase your current strengths? If so, how? If not, why not?
- ▶ Do you use feedback to improve your current performance? If so, how? If not, why not?
- ▶ Do you use feedback to develop capability needed in the future? If so, how? If not, why not?

### 10. Cheer Like a Coach

- ▶ What are some ways you can create motivation for your team?

By letting your team learn, grow and triumph creatively and independently...your shared success is guaranteed.

**A coaching culture can create a sustainable, self-generating leadership legacy that grows future leaders as it empowers and develops current leaders.**

**Contact us to learn more or tell us about how this Discussion Guide sparked impact for you and your team!**

Corporate Account Manager – Lance Vanderhagen | Phone: 630-961-3900 x 247 | Toll-free 800-900-3427 x 247 | Email: lance.vanderhagen@sourcebooks.com