

Potential Coaching Obstacles

As you work to become a more effective coach and leader, be aware of these common obstacles that could impede your progress.

- Confusing the role of coaching with training, counseling, or discipline related to poor performance
- Assuming some employees are coachable and others are not
- Failing to establish rapport with your direct reports, which dilutes their trust
- Refusing to recognize and value cultural, racial, gender or cognitive diversity in your coaching relationships
- Neglecting to tailor your communication style to suit the differences that are sure to be present in your coaching relationships
- Relying only on your direct reports to identify their needs
- Failing to set ambitious stretch goals that align with your direct reports' strengths, motivations, and interests
- Neglecting to link coaching to personal/professional goals and organizational vision
- Coaching from your own agenda
- Feeling that you have to be the expert and have all the answers to be a coach
- Being reluctant to give up "managerial control" over others
- Underestimating the potential of your direct reports
- Deprioritizing coaching when other deliverables become urgent
- Expecting immediate results or feeling impatient with others' reluctance to change, pursue new directions, or try new approaches
- Thinking you don't need to enhance your own self-awareness to be effective
- Believing you wouldn't benefit from insights and feedback from your own coach or mentor
- Underestimating your own potential as a successful coach

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