

# Exercise: Identifying Coaching Opportunities

**Objective:** This exercise aims to help you assess the coaching needs of your team members, enhancing your understanding of how you can support their growth and development.

## Instructions:

1. **Prepare a Three-Column Chart:** Create a chart with three columns. Label them "Team Member," "Current Strengths," and "Coaching Opportunities."
2. **List Team Members:** In the "Team Member" column, list up to five individuals you are responsible for. If you're not currently in a management position, include yourself and your peers in this list.
3. **Identify Current Strengths:** In the "Current Strengths" column, note 1-2 key strengths for each team member. This will help you approach coaching from a positive, growth-oriented perspective.
4. **Identify Coaching Opportunities:** In the "Coaching Opportunities" column, describe how each listed individual could benefit from coaching. Focus on specific areas such as skill development, confidence building, problem-solving, or career growth. Try to identify 2-3 opportunities per person.

Team Member	Current Strengths	Coaching Opportunities