

Characteristics of a Good Coach

Business coaching is about elevating performance and that requires positive change both in attitude and behavior. The objective is to improve the performance of an organization's key contributors, and at the same time elevate quality of life, both on and off the job.

If you believe the above, then you realize that business/executive coaching is primarily a psychological process. While assisting adults in modifying significant facets of their life may not be rocket science, it is often a very high hurdle. Changing attitudes and habits, and addressing personal blind spots is not an easy process. For this reason, advanced training in the behavioral sciences is a key to selecting a good coach.

In addition, look for a coach with the following traits and skills:

A good coach

...is a "cultural anthropologist" and has a keen ability to walk in the shoes of both the coachee and the organization's culture.

...is qualified to conduct comprehensive assessments using state-of-the-art objective testing in order to acquire quality data upon which to launch the change process.

...is a skilled diagnostician. Personal baggage is always brought into the coaching experience and the workplace, so your coach must be able to handle and harness all of it!

...is a motivator, skilled in creating an optimal balance between anxiety and positive motivation to fuel the change process.

...has the ability to deliver tough feedback with honesty and finesse, so that tough criticism is channeled into positive action.

All effective coaching is built upon a relationship of trust and respect. Therefore, last, but not least, hire a coach who models a lifestyle and philosophy that elicits your trust and respect.

Look for "My Top Ten Best Practices in Executive Coaching" coming to my blog soon!