



JANET B. MATTS, LLC
...enhancing what matters to you

Do I Need a Coach?

Some Developmental Challenges That Are Suited To Coaching

Consider hiring a Coach if:

- You have just completed a development program and have a heightened awareness of skills you need to develop or skills you may rely on too much.
- You are faced with a significant increase in the scope of your responsibility.
- You have taken on an unfamiliar assignment, such as leading a business turnaround, a workforce reduction, a new project.
- You are moving into a new assignment at another operating company or international location. The culture of the organization or country is different than what you are used to.
- You are a project leader/manager who needs to develop better team-building skills.
- You are a leader/manager who wants to be successful at managing across geographic, cultural or demographic boundaries.
- You are a traditional manager who wants to move to a less dominant and directive leadership style.
- You are a professional who wants to lead your team more effectively.
- You are a line leader who wants to broaden your experience and capacity to take on more responsibility.
- You need a confidential sounding board to help you work out turning strategies into action.
- You are a task-oriented manager who wants to develop interpersonal skills.
- You are a technical manager who needs to become adept at articulating ideas, influencing others and understanding organizational policies.

Choosing Your Coach Checklist:

Can You Answer “Yes” To The Following 7 Questions?

1. I am ready to make a commitment of time, money and energy in my own development.
2. I am interested in coaching services because I want to improve, not because someone else (my boss, my spouse, my colleague) wants me to change.
3. I am capable of participating in a rigorously honest self-appraisal.
4. I am humble enough to realize that I am not perfect and that another person can help me become more effective.
5. I am willing and able to devote the necessary time and effort to work with a coach over a period of several months.
6. I am capable of trusting another person enough to talk candidly about my strengths and weaknesses, successes and mistakes.
7. I am confident that I have the ability to change my behavior.



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The 10 Questions To Ask Yourself And Your Potential Coach Before You Hire One

1. What are the specific goals (or problem areas) of your focus -- or do you need help in defining the goals or issues? What does it look like when successful?
2. Does the coach have the in-depth experience and the specific credentials required? Do the experience, training, degrees and positions held match the areas of your goals?
3. Is the coach a recognized expert? If unsure, how do you find out?
4. What will the coaching cost? Can my budget support this?
5. Is there a clear contract?
6. What results has the coach achieved and in what time frame? Was it a reasonable time frame?
7. How will the coach teach you new ways to do things, help you make permanent changes and accelerate your goal attainment? Can this particular coach help you? Can you use these skills with others you are coaching?
8. What type of results can you expect? What is the time frame? Is it realistic? How will you measure the results of your success?
9. Will you be able to work effectively together, i.e., how is the rapport, and will you be sufficiently challenged?

Carefully choosing the right business or personal coach for you and establishing clear goals, objectives, and a realistic timeframe are the keys to rapidly improving job performance and personal growth.