

# COACHING TIPS: PERFORMANCE ISSUES

Assess and address performance issues with this framework that can help you facilitate a respectful conversation that leads to positive change.

## 5 CONDITIONS FOR GROWTH AND DEVELOPMENT

- Accurate perception of current performance -  
Where do I stand now?
- Clear vision of the desired end state -  
Where do I want to be?
- Motivation to change -  
Why should I make the effort to change?
- Means of making the change -  
How will I get there from here?
- Ongoing assessment, support and follow-up -  
How can we support the change process?



VANDERBILT.

**Executive Education**

OWEN GRADUATE SCHOOL OF MANAGEMENT