

Want to know the secret to **effective coaching?**

80% of employees think managers need to use both directive and facilitative coaching. Become a more balanced manager by thinking about the situation and adjusting your coaching style accordingly.

DIRECTIVE COACHING

Instruct
Advise
Share Knowledge
and Perspective
Give Feedback
Provide Corrective
Suggestions



FACILITATIVE COACHING

Ask Insightful
Questions and Listening
Stimulate Thinking,
Reflecting and
Exploring
Help Others Observe
Themselves and Learn



VANDERBILT.

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OWEN GRADUATE SCHOOL OF MANAGEMENT