

5 stages to consider for effective performance coaching



PRECONTEMPLATION Stage

CONTEMPLATION Stage

PREPARATION Stage

ACTION Stage

MAINTENANCE Stage

- + Not considering making a change in his behaviour or attitude.
- + Invite staff to begin thinking about change.

- + Weighs benefits and costs of behaviour and benefits and costs of change.
- + Have staff examine costs and benefits of change.

- + Actively investigates possible ways to change.
- + Address barriers to engaging moving forward with action plan towards change.

- + Commits to an action plan and is decisive about making change.
- + Help staff plan action path and be generous with affirmations for the steps taken.

- + Staff maintains new behaviour over a course of time.
- + Continue to praise staff.

Effective Coaching A Psychological Approach

Ying Liu



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