



STRATEGY EXECUTION HEROES

Select the right coaching tips

A checklist

Use *Strategy Execution Heroes* (page 102) to assess impact and feasibility.

Estimate the impact of each tip and score low as a 1, medium as a 2 and high impact as a 3.
Estimate the feasibility of each tip and score low as a 1, medium as a 2 and high feasibility as a 3.

	Impact	x	Feasibility	=	Priority
Ask open questions.	<input type="checkbox"/>		<input type="checkbox"/>		<input type="checkbox"/>
Make your coachee think.	<input type="checkbox"/>		<input type="checkbox"/>		<input type="checkbox"/>
Don't be judgemental.	<input type="checkbox"/>		<input type="checkbox"/>		<input type="checkbox"/>
Resist the Why? question.	<input type="checkbox"/>		<input type="checkbox"/>		<input type="checkbox"/>
Keep it short.	<input type="checkbox"/>		<input type="checkbox"/>		<input type="checkbox"/>
Use simple language.	<input type="checkbox"/>		<input type="checkbox"/>		<input type="checkbox"/>
Go on a trip.	<input type="checkbox"/>		<input type="checkbox"/>		<input type="checkbox"/>
Go undercover.	<input type="checkbox"/>		<input type="checkbox"/>		<input type="checkbox"/>
Ask for, and be open to feedback.	<input type="checkbox"/>		<input type="checkbox"/>		<input type="checkbox"/>
Set goals at the start with a self-evaluation form.	<input type="checkbox"/>		<input type="checkbox"/>		<input type="checkbox"/>
Don't let the good guys get away.	<input type="checkbox"/>		<input type="checkbox"/>		<input type="checkbox"/>
Coach only on first-hand data.	<input type="checkbox"/>		<input type="checkbox"/>		<input type="checkbox"/>
Dig deeper.	<input type="checkbox"/>		<input type="checkbox"/>		<input type="checkbox"/>
Coach or tell?	<input type="checkbox"/>		<input type="checkbox"/>		<input type="checkbox"/>
Before you start, ask yourself what you want to get out of it.	<input type="checkbox"/>		<input type="checkbox"/>		<input type="checkbox"/>
Understand what makes people tick.	<input type="checkbox"/>		<input type="checkbox"/>		<input type="checkbox"/>
Use homework.	<input type="checkbox"/>		<input type="checkbox"/>		<input type="checkbox"/>
Delegate coaching.	<input type="checkbox"/>		<input type="checkbox"/>		<input type="checkbox"/>
Coach the coach.	<input type="checkbox"/>		<input type="checkbox"/>		<input type="checkbox"/>
Don't feel guilty about providing input.	<input type="checkbox"/>		<input type="checkbox"/>		<input type="checkbox"/>
When you don't know the answer, admit it.	<input type="checkbox"/>		<input type="checkbox"/>		<input type="checkbox"/>
Two might be better than one.	<input type="checkbox"/>		<input type="checkbox"/>		<input type="checkbox"/>
Describe versus evaluate.	<input type="checkbox"/>		<input type="checkbox"/>		<input type="checkbox"/>
Coach your boss.	<input type="checkbox"/>		<input type="checkbox"/>		<input type="checkbox"/>

Go back and forth.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Don't over prepare.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Build your communication skills.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Don't strive to put everything into a single session.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Just do it.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Provide quick and easy feedback.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Everything your coachee says is important.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Multiply estimated impact and feasibility to assess priority.

Interpretation of your score:

Items with a priority of **9** should be **top** of your list to focus on.

Items with a priority of **6** are your **second** priority.

Items with a priority of **4** can be **looked at** but probably aren't a priority.

Items with a priority of **1 or 2** should **not** be **pursued**.

This document is part of a set of supporting material available for download upon purchase of *Strategy Execution Heroes* by Jeroen De Flander (ISBN 978-908148731-3).

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