

# Approach to Coaching



for **Kate Gillies**

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## Kate's Qualities

attentive, quiet, humane, biddable, hard worker, sensible, tenacious, kind, methodical, team player, courageous, takes charge, forceful, original, assertive, self esteem, headstrong, independent, gritty

## Approach to Coaching

**Overview:** Kate has a matter of fact approach to the role and values sincerity highly. She communicates by listening thoroughly and supporting and guiding a client. She is firm but fair.

**Patience:** Kate is very deliberate, reserved and will listen to reason.

**Speed:** Kate has a measured and controlled pace. Her delivery will be thorough, specific and balanced.

**Listening:** Kate is a good listener and won't rush to judgement. However clients will know where they stand.

**Empathy:** Kate will often listen to a client's feelings and give rational explanations.

**Strategy:** Sessions will be thoroughly thought through. She is usually very well prepared with plenty of demonstration and activity.

**Leniency:** Kate is considerate, but may not always believe what she hears.

**Quality and Results:** Kate is open and thorough. She is unlikely to forget things.

**Motivating and enthusing:** Kate will communicate specifically with experience and support towards an agreed outcome.

**Approachability:** Kate will be outwardly approachable and prepared to listen and act. She may not appreciate having her time wasted.



**STEADIER**  
Calm, Thoughtful, Supportive  
& Easy Going

## Building rapport

**With D clients:** D clients will be welcomed as being forthright, but may not have enough time to consider people issues.

**With I clients:** I clients may be perceived as insincere, so joint focus on strategy will have to be clear.

**With S clients:** S clients will be easy to coach because they will listen and act on the issues discussed; may be perceived as timid.

**With C clients:** C clients will be welcomed as very technical and exact, however they can often be intense with few people skills

