

## Module 11: Coaching Employees

The table below explains the 4 types of coaching conversations Styles.

COACHING CONVERSATION STYLES		
Coaching Conversation Style	Skills Coaching	Clarity Coaching
Problem Solving	Tell them how to solve the problem.	Facilitate your employee in identifying the issue and their own potential solutions
Performance	Provide instruction and training about the skill itself.	Facilitate your employee in identifying their current skill level and designing their own improvement plan.
Development	Teach them how to create a professional development plan and tell them the training and classes you think they should take.	Facilitate your employee in designing their own professional development plan and identifying training and classes they would grow most from.
Career Planning	Give advice and suggestions about opportunities you have identified.	Help your employee in identifying career goals and various paths to achieve them, both within and outside the organization.

What are the primary differences between the two styles?

What are the benefits of each style?