

Coaching – Compliance and Compassion: Coaching for Compliance Handout

Coaching for Compliance means that you coach the other individual by first outlining gaps, or differences between their expected and desired performance, and then tailoring your coaching responses to help the other individual close this gap in their performance level.

Instructions: To coach for compliance, start off by asking individual to think of signs of under-performance in their current roles. This may involve skill or ability deficiencies, or work habits that they can improve to further enhance their performance in their current roles. Here is a general script that can be used for this coaching session:

- I would like you to think of some of the ways you feel you can improve in your current work role. Specifically, think of some of the skills or abilities you feel you can improve that will help you perform better in your current work role.
- Think about the times in which these skill or ability limitations has prevented you from performing effectively or efficiently in your work environment.
- I will now suggest some ways in which you can improve on your work performance. As a coach, I suggest that you could... (As the coach, suggest at least three ways that you think may be helpful in helping your interaction partner improve on his/her work performance).