


3 *E's*
of a
Coaching
Culture

Energize

Engage

Elevate



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Creating a Coaching Culture

MINDSET

We think
in a way...


BEHAVIOR

That
inspires us
to act in a
way...

IMPACT

That helps
others learn
and grow.





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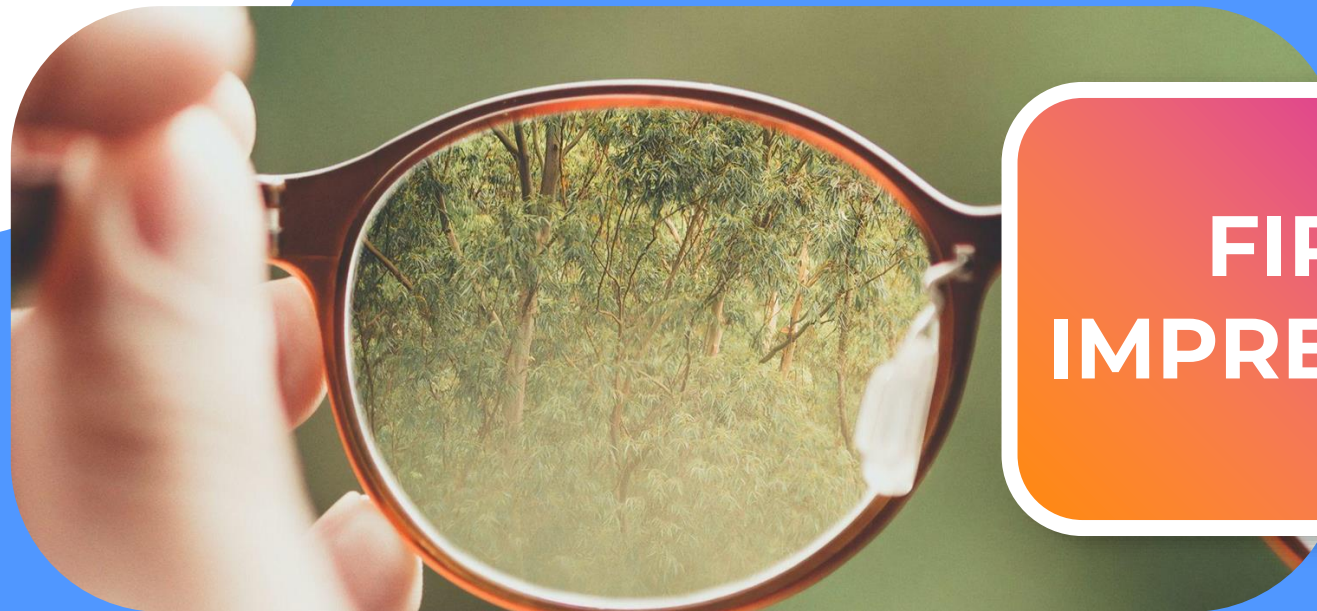




Element #1

ENERGIZE





**FIRST
IMPRESSION**



Creating a Coaching Culture: *Recognition & Appreciation*



Strengthens Relationships

Increases Self Efficacy





Element #2

ENGAGE





3 Pillars of Engagement

EMOTIONAL

Personal Connection

Values & Beliefs

Motivation & Passion

COGNITIVE

Problem-Solving &
Innovation

Focus & Attention

Engaged in Learning
& Development

BEHAVIORAL

Effort & Persistence

Proactivity &
Initiative

Collaboration &
Contribution



3 PILLARS OF ENGAGEMENT

Self Assessment

Individual
ACTIVITY

4
MIN

1

EMOTIONAL ENGAGEMENT

Personal Connection
Values & Beliefs
Motivation & Passion

Page 1

2

COGNITIVE ENGAGEMENT

Problem-Solving
Focus & Attention
Learning & Development

Page 2

3

BEHAVIORAL ENGAGEMENT

Effort & Persistence
Proactivity & Initiative
Collaboration

Page 3





PAIR SHARE
ACTIVITY



10
MIN

3 PILLARS OF ENGAGEMENT

BEHAVIORAL

Analyzing Your Behavioral Engagement

Take a moment now to reflect on your own level of behavioral engagement at work. Identify factors that enhance or hinder your engagement, and think about steps you can take to enhance your behavioral connection to your work.

PERSONAL REFLECTION:

Reflect on a time when you felt fully engaged in your work actions and behaviors. What factors contributed to your level of engagement? What was one action step you can take to enhance your behavioral connection to your work?

3 PILLARS OF ENGAGEMENT

COGNITIVE

Unpacking Your Cognitive Engagement

Take a moment now to reflect on your own level of cognitive engagement at work. Identify factors that enhance or hinder your engagement, and think about steps you can take to enhance your cognitive connection to your work.

PERSONAL REFLECTION:

Recall a recent time at work where your mind was fully immersed in the task at hand. What were you doing? What elements of the task or situation contributed to your level of cognitive engagement? What was one action step you can take to enhance your cognitive connection to your work?

3 PILLARS OF ENGAGEMENT

EMOTIONAL

Self-Exploration of Emotional Engagement

Take a moment now to reflect on your own level of emotional engagement at work. Identify factors that enhance or hinder your engagement, and think about steps you can take to enhance the emotional connection you feel toward your work.

PERSONAL REFLECTION:

Think about a time recently when you felt particularly engaged and connected with your work. What were you doing? What aspects of the work made you feel energized? passionate or motivated? Who were you interacting with?

BARRIERS TO ENGAGEMENT:

Now, reflect on a recent moment when you felt disengaged or less emotionally connected to your work. Which factors were contributing to these feelings? Were there specific situations or interactions that led to these feelings? What aspects of the work or environment may have been a factor?

PERSONAL INSIGHTS:

Now think about the factors that both help you to feel engaged and those that lead to a feeling of disconnect. Compare the two. What themes or patterns do you notice?

ENHANCEMENT STRATEGIES:

What changes in your work or environment might help you to foster a stronger and more consistent emotional connection to your work? What is one action step you can take in the next week to help you foster a stronger emotional connection at work?

01

Share the engagement pillar that resonated most with you.

02

Share 1 example of when you were *highly engaged*. Include factors contributing to your engagement.

03

Share 1 example of when you were *disengaged*. Include factors contributing to your disengagement.

04

Your partner will then ask you the following 2 questions:

When you think about factors that both enhance or hinder engagement, what patterns do you notice?

Given these insights, what action step could you take in the next week to enhance your engagement at work?





Element #3

ELEVATE





INDIVIDUAL
ACTIVITY



2
MIN

ELEVATE: Self Assessment

FEEDBACK	NEGATIVE	NEUTRAL	POSITIVE
You really need to work on your time management skills.			
You handle conflicts diligently; however, increasing your focus on preventative measures could further enhance workplace harmony.			
You need to take a more proactive approach in addressing employee concerns before they escalate			
Your insights have been on point lately.			
Your response time to HR issues has been slow, negatively affecting employee trust and satisfaction.			
You are responsive to employee queries, but let's work on providing more comprehensive answers.			
There is a lack of initiatives from your end to promote employee professional development and career growth			
You need to update and expand your knowledge on current employment laws.			
The steps you've taken to boost employee morale haven't resulted in the engagement scores we wanted to see.			
You need to stay more up-to-date with the latest HR trends and practices to bring innovative solutions to our team.			
Your approach to resolving employee conflicts has been ineffective, often leaving issues unresolved.			
There is a need for more strategic planning in HR initiatives to align them with our overall business goals.			
While your onboarding process is well-structured, incorporating more team integration activities could enhance new hire experience.			
You manage your time effectively, and refining your prioritization skills could lead to even greater efficiency.			
Your recruitment practices are good, and further diversifying our hiring channels could bring in a wider range of candidates.			
Your commitment to diversity and inclusion is evident. By setting clear metrics it could help measure our progress more effectively.			
You communicate well with the team, and working on condensing information could enhance clarity.			
TOTAL REACTIONS			
TOTAL POINTS			
TOTAL SCORE			

01

Complete the activity: [Elevate Self Assessment](#).

02

Read through 15 feedback statements as if you were the one receiving the feedback.

03

Rate your reaction to the feedback: *Negative, Neutral or Positive* by placing an 'X' in the corresponding column.

2 MINUTES

04

Tally up your score.





ELEVATE: *Self Assessment*

24-30

Strong Growth Mindset

View feedback as an opportunity to learn & grow.

15-23

Balanced Growth Mindset

View feedback as useful in some instances, but potentially struggle with it in others.

0-14

Fixed Mindset (predominantly)

View feedback as more of a criticism or negative reflection of inherent abilities.

GROWTH MINDSET ASSESSMENT



Self Awareness & Growth Opportunity

Are there certain types of feedback that you find more difficult to accept than others?

How does your reaction to feedback influence your subsequent mindset and behavior?

How can we turn a negative reaction to feedback into a more productive one?



Growth Mindset

How we **CHOOSE** to respond to feedback will determine whether we learn and grow.





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THANK YOU!



Curious to learn more?
LET'S CONNECT



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