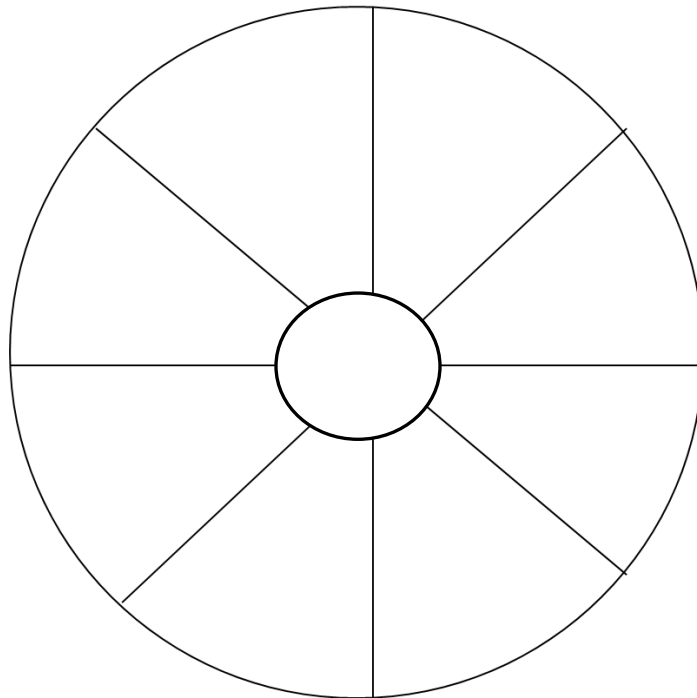


The Wheel

Most of the people you coach will show up with a clear agenda in mind: a challenge, a problem or plans for their career development. They are ready to focus specifically.

For example, people have brought some of these “hubs” to their informational interviews: Identifying and developing the capacities that are required for a new job, building a plan for a successful first-100 days in a new role, transitioning to or from something big, maintaining pace and progress with a longitudinal, multi-dimensional project or assignment, or building a great team as a new team leader.

I get curious with the person I’m coaching about the various dimensions of their “hub.” As they identify their “slices,” we get clear about strengths, priorities, obstacles and key people. This is the conversation that will help both coach and coachee to refine the goals which your coachee finds to be the most desirable and possible.



For example, these are some slices that new-manager coachees usually identify:

- Strengths and challenges they identify from the job description
- Strengths and challenges they identify from their own vision for the work
- Relationship with their manager
- Building a team
- Leading meetings
- Giving feedback/evaluating
- Managing travel
- Balancing life and work
- Health and fitness
- Giving back: An ability, gift or passion to give