

Manager Coaching Guide

for

SAMPLE Profile

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Executive Summary for SAMPLE Profile

CORE Personality:	Exacting and Supportive, also Outgoing and Relaxed.
Communication Style:	Personal: warm, cordial, welcoming in approach to others
Problem Solving Style:	Systematic and Proactive: may delegate easily, calculates risk for big picture priorities.
Approach to Environment:	Can be proactive in some situations and the observer in others.
Activity Focus:	Can be both outcome and process oriented, depending on situation.
Leadership Style:	Variety and ability to change roles from time to time
Learning Style:	Verbally present new materials face-to-face with written, graphic/visual summaries to review onÇn
Cfrom tReadiness:	Hardy
Energy:	Efficient

Keys to Coaching SAMPLE

In general communications with SAMPLE-

- Avoid strongly Aionated, irreversible statements.
- Keep conversations varied and appropriate to the surroundings.
- Be respectful of accepted protocol and practices for her as a person, in her position and in the organization.
- Use a clear approach being specific and detailed at the outset.

Emphasize SAMPLE's natural strengths in Management-

- SAMPLE develops teams based onAonsensus and well-orchestrated,6ö÷&F-æ F-öâà



TRAIT SUMMARY CHART



SITUATIONS: