

# Intentional Coaching Conversation 2.0

## Coaching Conversation

1. Laying the Foundation  
What do you want from working here? (Looking for more than a paycheck)  
What does the income you are creating here, mean for you? (If it's getting out of debt, paying off bills, etc... What happens when you achieve that? Vacations, less stress, etc...)
2. Discover Their WHY  
What make that (what they want) important to you?
3. Look for Performance Opportunities: Attitude, Effort, Skill  
Formula - Attitude x Effort x Skill = Performance (Rate themselves 1-10 for each A, E, S)  
Do you believe you're an asset to the company?  
What has you stand out in our organization?
4. Co-create the Plan  
*Plan examples:*  
Opportunity for advancement - Become more of an asset.  
Additional overtime - Overtime pay placed in separate account. Possibly managed by others
5. Accountability Heartbeat  
*Ask:* How can I hold you accountable? (And how do they want to held accountable)