

WORKBOOK

30-Day Coaching Leadership Challenge

For Busy Healthcare Leaders

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Coaching leadership isn't about doing more – it's about leading differently.



How to Use This Challenge

This challenge is designed for leaders in fast-paced healthcare environments.

- Each prompt takes 5 minutes or less
- You do not need to complete every day perfectly
- Focus on awareness, consistency, and small shifts

Your goal: build coaching habits that strengthen accountability, engagement, and trust.

WEEK 1: AWARENESS – HOW AM I LEADING?

Day 1:

Notice when you immediately jump to fixing or solving.

Reflection:

What triggered that response?

Day 2:

Pause for 5 seconds before responding to a problem.

Reflection:

What changed when you paused?

Day 3:

Identify one team member you tend to “rescue.”

Reflection:

What might they learn if you coached instead?

Day 4:

Notice your tone during high-pressure moments.

Reflection:

How does your tone impact others?

Day 5:

Pay attention to how often you give answers vs. ask questions.

Reflection:

Which felt more effective?

WEEK 2: COACHING QUESTIONS – SHIFTING OWNERSHIP

CHOOSE ONE QUESTION PER DAY TO PRACTICE.

Day 6:

“What’s the goal here?”

Day 7:

“What’s getting in the way?”

Day 8:

“What have you already tried?”

Day 9:

“What support do you need from me?”

Day 10:

“What’s your next step?”

Reflection (end of week):

Which question felt most natural?

Which was hardest?

WEEK 3: FEEDBACK & ACCOUNTABILITY – CLEAR + SUPPORTIVE

Day 11:

Clarify one expectation that may be unclear.

Day 12:

Give feedback focused on growth, not blame.

Prompt:

“I noticed __ and here’s why it matters.”

Day 13:

Follow up on a previous commitment.

Reflection:

How did follow-through change the conversation?

Day 14:

Ask a team member to reflect on their own performance.

Day 15:

Balance support with accountability.

Reminder:

Coaching without accountability creates confusion.

Accountability without coaching creates fear.

WEEK 4: CONSISTENCY – MAKING IT STICK

Day 16:

Schedule one intentional coaching conversation.

Day 17:

Notice progress – even small wins.

Day 18:

Ask for feedback on your leadership.

Prompt:

“What’s one thing I could do differently to support you?”

Day 19:

Reflect on what’s changed in your leadership.

Day 20:

Commit to one coaching habit to continue long-term.

Thank You for Leading with Intention



Thank you for taking the time to invest in your leadership.

In fast-paced healthcare environments, it's easy to stay focused on tasks, outcomes, and urgency. Choosing to pause, reflect, and grow as a leader is not easy – and it matters more than you know.

The work you do everyday impacts not only your teams, but the patients and communities you serve. By shifting from a “boss” mindset to a coaching approach, you create space for trust, accountability, and growth – for others and for yourself.

As you continue this 30-day challenge, remember:

- Progress comes from small, consistent leadership shifts
- Coaching is about developing people, not having all the answers
- How you lead sets the tone for everything that follows

I'm grateful you chose to spend this time with me and hope these tools support you long after today.

With appreciation,

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Let's stay connected as you continue your leadership journey.

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