

Opportunities for Personal Development - To be used with your coach or for self-coaching



- Her own sensitivity in her dealings with key people can mask her dislike of others being overly deferential with her.

It can be beneficial to coach her in being more direct with others, and becoming more tolerant if they are reluctant to be similarly direct with her.



- She is overtly competitive, and believes strongly in the ability of concrete, performance-linked rewards to motivate other people. To a greater extent than she may realize though, others may not respond as readily as she would like them to towards competitive goals and targets.

She may find it useful for a coach to show her the degree to which many people are motivated by more abstract and generalized benefits.



- Like many people, she likes to structure or organize her own thinking and her own work, but she prefers that others offer her more of an outline when they're talking to her.

She may need to remind them that she prefers an overview first, and that she will ask them for further details if she feels she needs them.



- Her approach to life and work has an overall self-confidence which, at its best, is a fundamental characteristic of her success. Under continued pressure though, it may cause her to become self-justifying, self-defensive, and too willing to blame external circumstances if things go wrong.

Effective coaching will focus on a thorough but sympathetic examination of any significant past failures, so that she can achieve a balanced view of what really happened. Guidance towards seeing that other people are right more often than she sometimes thinks can also be useful.

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- She tends to be a natural multi-tasker, and a work environment which offers plenty of novelty and variety is strongly motivating for her. Therefore if there are problems, they tend to come when it is necessary for her to focus on one matter for a prolonged period of time.

This is likely to be a fruitful area for coaching: however unpleasant it may be, learning to concentrate on one issue may significantly increase her effectiveness.