

Organizational Coaching

The DRESSCODE coaching conversation model helps team members to unpack experiences with a growth mindset.

Teaching and modeling new expected behaviors are never sufficient. To truly catalyze change, coaching needs to support the process. Coaching is about nurturing self-awareness, promoting ownership, and providing authentic feedback.

Describe

Tell me about the initiative, event, conversation, or situation. How did it go?

Role

What was your role in that?

Expectation

What were you hoping would happen?

Success

What went well-- and what led to the success?

Surprise

What surprised you? Tell me about that.

Change

What would you do differently if you could go back and do it again?

Observation

What did you observe about yourself in this situation?

Development

Reflecting on this experience, in what areas do you need to grow?

Execution

How do you plan to address the growth area(s) you identified?

Share

May I share a thought or two? (*Be sure to include encouragement and challenge.*)

Adapted from Cook (2021) - *Lead, Develop, Care*

"You may be good. You may even be better than everyone else. But you will never be as good as you can be without a coach." - Terry Cook