



As a business owner and entrepreneur, I've learned over the years how important it is to hire the right people for the right jobs and, like most of us, I've made many mistakes along the way. I have also learned how important it is to "retain" those "right" people and keep them motivated to learn, grow and develop their skills both within their current roles and for those they aspire to.

Accountability for stoking this motivation and desire rests with both the "employees" and their managers. It's a joint effort - a team sport. However, whether it is a two-person team or 30-person team, the manager (coach) is a critical make or break link to the success - present and future - of each person on the team. Some of you may be thinking: " *What? I don't know how to coach.* " If you're a manager of people, now may be the time to take a personal inventory of your own strengths and weaknesses so you can better understand your own style and approach. Then you can focus on your strengths and use them to your advantage by "adapting" your style to those being coached. The Predictive Index® (PI) can help you with this.

## **COACHES** need to:

- C** Communicate their approach and individualize it for each team member.
- O** Open their minds and offer support when the diligent players fail thus enabling them to rise again by focusing on their development and how they performed rather than the results or outcomes they achieved.
- A** Adapt their style to engender trust in the coaching relationship which leads to higher levels of commitment and performance.
- C** Consider carefully each person being coached to identify the leaders and role models to whom the rest of the team will respond positively.
- H** Help those being coached to achieve their dreams in a positive, passionate way.

If a coach does all this well, s/he will be a positive role model and a key ingredient in the success of the team. They will all "win together" - the number on the scoreboard may not always show it, but as they grow to respect and understand one another, the numbers will change and the team will win!! Ask **Pat Summitt**, the head coach for the University of Tennessee Women's Basketball Team, the Lady Vols. She has been named the "winningest" coach in basketball history. She has used the PI® to understand, manage and motivate her teams for many years. [Click here](#) to learn more about Coach Summitt's views on the PI®, and, like her, you too can be a **Coach for the Ages!!!**

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