

## Personal Challenges

Performance = Potential – Interference

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Is anything getting in the way for you to add coaching skills to your repertoire?



**Interference**

*Am I admitting a weakness if I ask for coaching?*

*I don't know what I need to be coached in?*

*A leopard doesn't change its spots. Some of these things are just the way I am.*

*I really don't have time to be coached.*

*I might not be any good as a coach.*



**Potential**

*Think Olympians! Think actors! People who want to be at the top of their game, proactively seek how to improve. And it shows in their results.*

*What are the most challenging aspects of my work – anything that scares me, drains me, stresses me or that I avoid? What would it be like to be free of this? Where am I stuck? Complete the [What am I like?](#) questionnaire.*

*How would I respond to someone I manage saying this to me?  
What's really going on here?  
The fetters of low self belief and low commitment?  
How about a few small steps towards "I'd like to be more....."*

*Weigh up being busy and being effective. There will always be more to do. How important is improving my performance to me, the people I manage and serve, and the people who manage me?*

*Good enough coaching will bring better results than no coaching.*

### **Good enough is good enough**

*For most people's challenges, most of the time, being an adequate coach is more than enough.*

*Adequate means both appropriate to the moment and efficient. Over-coaching wastes time and money, and setting a standard of 'adequate' helps normalise coaching.*

*The power of this insight is that it removes the paralysing fear many managers feel about not being able to do coaching properly. Believing that they have to master subtle skills of human dynamics, have a PhD in psychology and (ideally) have also reached a state of Zen enlightenment means that for many managers, it's easier and safe to continue doing what they've always done.... which isn't coaching.*

Michael Bungay Stanier ~ Box of Crayons