

## 6 Components of a Coaching Culture

### **Diagnostic 360 Feedback**

Identify strengths and opportunities for development in behavior and performance to target learning and development programs.

### **3 Steps for Mastering Skills**

Move from awkward to automatic when applying a new skill by repeating three steps—focus, action and reflection—to rewire the brain for the new pattern.

### **Ongoing Focused Feedback**

Learn how to ask for and receive feedback to make it safe for others to tell you the truth about the effects of your words and actions.

### **Coaching**

A coach helps you focus on what's important, keeps you on track, encourages you, and holds you accountable. A coaching culture throughout the organization encourages people at all levels to coach others, no matter what their position.

### **Support Systems**

A support system in the workplace provides an environment that encourages, reinforces, and helps sustain the desired changes.

### **Core Strengths**

Making the change from an established way of performing a skill to a new, unfamiliar one requires that you engage strengths like self-awareness, courage, commitment and effort. They're needed to help you persist through the transition from awkward to automatic.