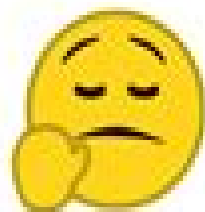


5 stages to consider for effective performance coaching



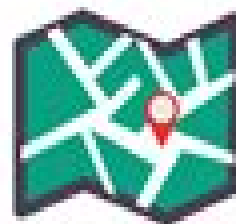
PRECONTEMPLATION Stage

- ✚ Not considering making a change in his behaviour or attitude.
- ✚ Invite staff to begin thinking about change.



CONTEMPLATION Stage

- ✚ Weighs benefits and costs of behaviour and benefits and costs of change.
- ✚ Have staff examine costs and benefits of change.



PREPARATION Stage

- ✚ Actively investigates possible ways to change.
- ✚ Address barriers to engaging moving forward with action plan towards change.



ACTION Stage

- ✚ Commits to an action plan and is decisive about making change.
- ✚ Help staff plan action path and be generous with affirmations for the steps taken.



MAINTENANCE Stage

- ✚ Staff maintains new behaviour over a course of time.
- ✚ Continue to praise staff.

Coaching For Improved Performance Leadership Training

**Siwoku-Awi Omotayo Foluke, Haron
Lekartiwa, Magdalene Kamunya,
Margaret Wangui Mugwe, Dr. Grace
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