## **How To Become More Assertive As A Leader**

# Coaching Blueprint

### **FUEL Your Session**

## Understand the

#### Frame the conversation



Set the context and the focus for the conversation

## current state



Help the coachee to gain awareness about themselves and what is currently happening

#### Explore the desired state



Help the coachee to identify and to think about the desired outcome. What's the end game?

#### Lay out a success plan



Help the coachee to explore the options and to create an action plan and next steps which will achieve the end goal

### **Power Questions**

- What is your understanding of being assertive? What traits and characteristics are essential to it being effective?
- What are the effects of delivering poor feedback to a team member or team? How can you rectify this and make amends if this happens?
- 7 Give me an example of poor feedback. What effect do you think this would have on an individual?
- 10 If you had to deliver a piece of developmental and positive feedback, which would you give first and why?

- What do we mean by constructive feedback? What effect do we want this feedback to have on the individual or team?
- 5 How can you deliver developmental feedback and ensure you do not damage your relationship with that person?
- Give me an example of some positive, motivational feedback. What effect do you think this would have on an individual?
- 11 How would you put your point across when you are a minority within a group? What must you do beforehand?

- How do you currently deliver feedback to your team? What differrs when it's team feedback compared to individual feedback?
- What do we mean by empathetic language? Describe what types of words you would and wouldn't use?
- What would you do if someone disagreed with the feedback you were giving? What would you say and how would you manage this?
- 12 Please provide me with some feedback on this coaching session. What has worked well, and what do you think could be improved?