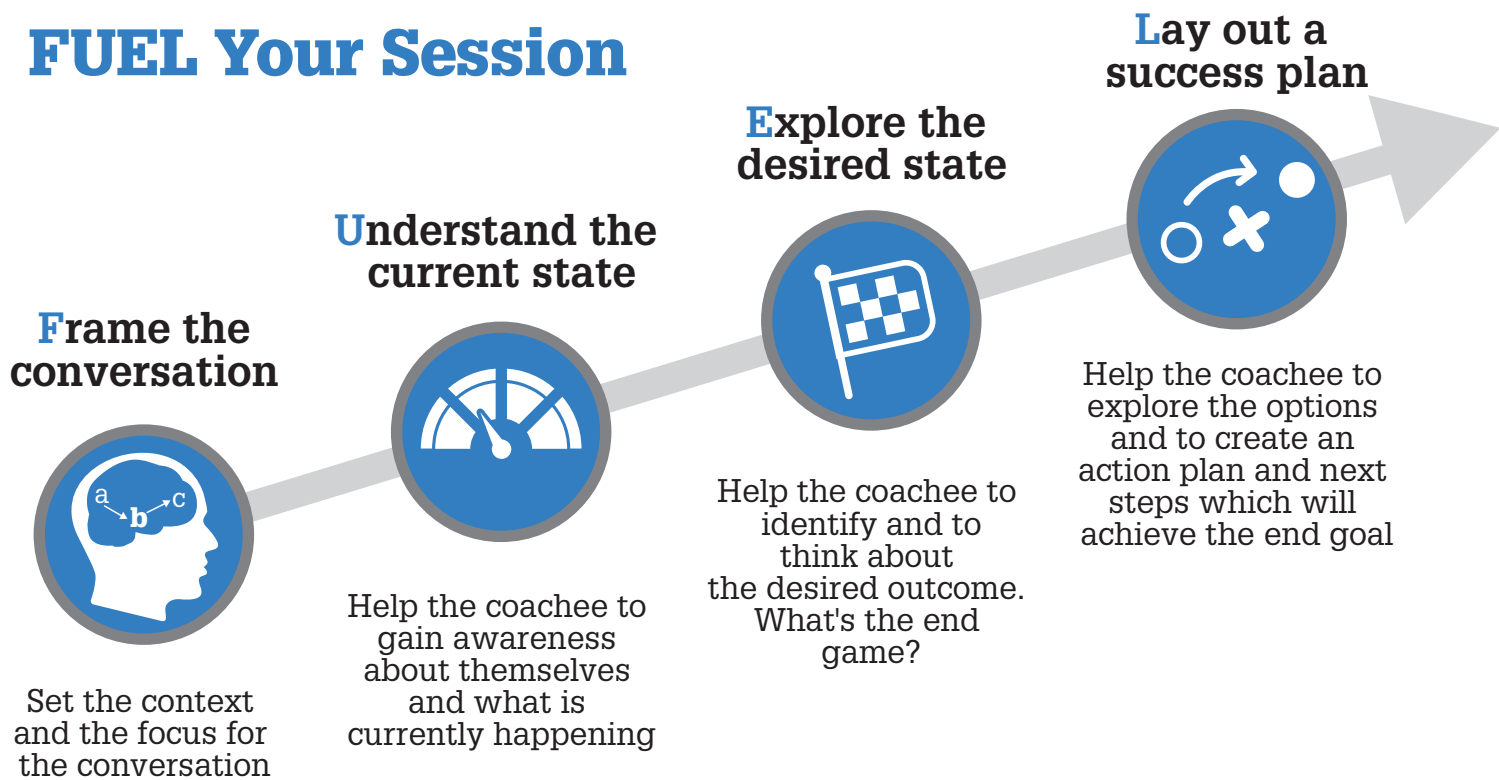


# Coaching High Performers

## Coaching Blueprint

### FUEL Your Session



## Power Questions

- 1 How did you identify which were the high performers within your team, and what evidence did you have to support this?
- 2 Talk me through a typical 1-1 that you conducted with one of your high performers. What was the outcome of doing this?
- 3 How did your high performers feel about adopting a mentoring role? How did you sell the advantages of doing this to them?
- 4 Explain your mentoring process. How regularly does this happen? Have you noticed any positive results from this?
- 5 Have you noticed any areas you want to change in your mentoring process? What are these and why do they need changing?
- 6 Did any of your high performers resist taking a mentoring role on? Who was this, and why did they resist? How did you handle this and what was the outcome?
- 7 How did you up skill your high performers to take on the additional task of mentoring? Do any of them need additional support?
- 8 What else could your high performers be doing to support your teams' success? How could you implement these ideas?
- 9 How did you identify your team members that need the mentoring? Does your team mentor anyone outside of your team? Please detail.
- 10 How do you approach the team members who needed the mentoring about this new initiative? How did they take to being mentored?
- 11 Where were there any difficult situations that arose from the team members being mentored? What were they and how were they overcome?
- 12 How could you spread the mentoring process and culture across your organisation? What support would you like from me?