



## COACHING RELATIONSHIP

**CHRIS COOPER**

**Your coaching relationship with JOHN Q. PUBLIC, your coach**

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*This report describes the coaching relationship between you and your coach JOHN Q. PUBLIC*

*Statements that appear here tend to be important for people who answer the Questionnaire like you and JOHN Q. PUBLIC – they may not necessarily all be significant for you two. There are checkboxes for you to use to mark or flag significant statements*

### Section A. Some basic similarities and contrasts in your styles

- You're a pretty straightforward person, and you'll probably find that he is too
- You both prefer to approach matters in a structured or organized manner, following some sort of plan which will keep you on course
- You're both naturally authoritative – you like to be assertive and you both enjoy lively debate
- You are rather more idealistic than he is: you place a high value on intangible values, while he tends to be more individually competitive
- Both of you see direct action as the key to most problems
- Both of you like to deal with several matters simultaneously rather than focusing your attentions on just one issue

### Section B. A summary of your interests

- Generally speaking, your interests are in tasks, projects, and occupations which have a strong systems emphasis to them, which are repeatable, precedent-driven, and measurable

### Section C. What you can do to get the most from your coaching relationship with JOHN Q. PUBLIC

- Sometimes he may seem abrupt or terse in his conversations with you – you can be more sensitive than many people realize. Take his comments for what they are worth to you: he is probably not being critical of you
- He can be inclined to offer you more detail than you may sometimes need. Tell him when you need a better idea of the broad scope of an issue, rather than matters of detail



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JOHN Q. PUBLIC

Your coaching relationship with CHRIS COOPER, your client

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*This report describes the coaching relationship between you and your client CHRIS COOPER*

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### Section A. Some basic similarities and contrasts in your styles

- You're a pretty straightforward person, and you'll probably find that he is too
- You both prefer to approach matters in a structured or organized manner, following some sort of plan which will keep you on course
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- He is rather more idealistic than you are: he places a high value on intangible values, while you tend to be more individually competitive
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### Section B1. A summary of CHRIS COOPER's interests

- Generally speaking, his interests are in tasks, projects, and occupations which have a strong systems emphasis to them, which are repeatable, precedent-driven, and measurable. Anticipate a need for some vigilance on your part, therefore, where your coaching is focused on him directly interacting with people
- A special note: His interests are very different from yours: be sure you are coaching to his interests and broadening them, rather than being too influenced by your own

### Section B2: Significant differences between your interests and CHRIS COOPER's interests (if any)

You should exercise some caution where CHRIS COOPER's interests are different from yours. Many coaches tend unconsciously to "coach to" their own interests rather than those of their client. If you remain aware of the differences listed here (should there be any), you will increase the effectiveness of your coaching



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### SECTION C: Things to be aware of in your coaching relationship with CHRIS COOPER

- He is sensitive, probably more than is apparent; it may be easier than you realize to upset his feelings, and it's an important motivator for him to believe that you respect him
- When you are proposing that he adopt a structured, organized approach to a project, this can be hard for him to take on board even if he appears initially enthusiastic about your suggestion. Expect that he may need ongoing support from you if he is to truly make this organized methodology a working part of his approach
- He responds well to natural authority figures; you can be forceful with him on occasion, as long as you are prepared to deal with a forceful response from him and a lively debate
- He has a significant underlying competitiveness, whether or not this is apparent in your initial conversations. His response to strategies you may suggest which are abstract in appeal or which do not involve him "winning" may range from suspicion of your motives to incomprehension of what you could be driving at. He will therefore need support from you when you wish him to explore ideas such as generalized benefits or ideals
- Rapid decision-making, particularly in stressful situations, can be difficult for him; he will benefit from any help you can offer in this area