

COACHING FOR INDIVIDUAL PERFORMANCE

LEARN TO HELP OTHERS HARNESS THEIR STRENGTHS FOR GREATER PERSONAL SUCCESS.

Gallup research has proven that the best opportunity for people to grow and develop, and net the greatest return on investment, is to identify the ways in which they most naturally think, feel, and behave, and then build upon those talents to create strengths — the ability to consistently provide near-perfect performance.

The Coaching for Individual Performance program incorporates findings from Gallup's extensive, ongoing research into how people can become highly effective and efficient by intentionally using their talents and strengths.

WHAT YOU CAN EXPECT

During this two-day course, you will learn practical ways to conduct advanced coaching conversations with others. You will learn how to help others understand and apply their talents in meaningful ways. You will also learn how to help them manage the things that impede or restrict their effectiveness.

During this program, you will learn how to integrate the principles of strengths-based development into your coaching and make improvements by:

- helping others use their strengths to produce results and reach their goals
- teaching others how to harness their strengths for greater personal productivity and engagement
- understanding and applying theme dynamics — how talent themes combine to affect relationships, performance, and business outcomes
- giving your clients new ways to think about their strengths so they can experience greater personal success
- helping your clients overcome obstacles, weaknesses, and vulnerabilities
- educating clients about how to use strengths to transform their relationships
- resolving your clients' misunderstandings and confusion about their talents and strengths

Within a month after attending the program, you will have a one-on-one follow-up session with a Gallup strengths coach. He or she will help you maximize the momentum and energy generated during the program. Together, you will discuss how to apply and integrate the concepts you learned.

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2 days: 8:30 a.m. to 5:00 p.m. each day*

Day One

Appreciating the Multidimensional Aspects of the Clifton StrengthsFinder Themes

Theme Dynamics: The Interaction and Interplay of One Theme With Those of Another

Pointing Talents at Specific Outcomes

- Coaching for Performance Achievement
- Situational Coaching

Day Two

Starting a Journey of Full Self-Expression

Helping Your Client Understand His or Her Talents in Meaningful Ways (Awareness, Understanding, and Appreciation)

Approaches to Coaching

Helping Your Client Self-Regulate

Coaching Blind Spots and Land Mines

**Course times may vary by location. Please check www.gallupstrengthscenter.com or your registration confirmation for specific times at your course location.*

NOTE: You must complete the Successful Strengths Coaching course prior to attending this course.

Gallup can teach this course at your location if you have a group of 15 or more. Contact coaching@gallup.com for inquiries.



Conducted at Gallup locations worldwide. Please visit www.gallupstrengthscenter.com or contact coaching@gallup.com for upcoming dates, locations, and tuition for a course near you.

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GALLUP® Strengths