



GUIDE TO

Coaching with Relationship Intelligence



Coaching is a relationship, and the relationship can be improved by using Relationship Intelligence: insight for adjusting your approach to make interactions more effective. But how do you adjust your approach? Here's an easy guide to the four skills you need.

POSITIVE REGARD

We tend to focus on developing people who are struggling or failing. Your job as a coach is to develop all the people you lead and see the best in them.

Positive regard means you believe all people (including yourself) have the capacity to reason and to make their own decisions, and that every person has a moral right to be treated with dignity and respect. This creates conditions where people are free to do their best.

Ask yourself the following questions:

- Do you have favorites?
- What makes you lose positive regard?
- What is your attitude when you meet people you are less comfortable with?
- How do your preconceived notions contribute to your perceptions?
- How capable are you of seeing someone's positive intent when they use strengths or behaviors you don't value?
- Are you open to letting other people get to know you?





And remember positive regard for yourself! Without it, you'll doubt your capability. You'll either be too subservient to the person you're coaching or too controlling. With positive regard, all the other skills of Relationship Intelligence can fall into place because you'll have reasonable expectations of yourself and others.

SERVICE ORIENTATION

In a coaching relationship service orientation means a mutually beneficial, reciprocal relationship.

Ask yourself the following questions:

- How curious are you about what others need to succeed in their roles?
- How transparent are you about what you need to succeed and why?
- Are you generous with your time and resources to help others succeed?
- Do you express gratitude and give recognition when someone succeeds or supports you?
- Do you ask questions to genuinely be curious about the person or situation?
- Do you listen with the intent to learn and understand?





PERSONAL ACCOUNTABILITY

When coaches don't have personal accountability, they tend to blame the environment or other people when things go wrong.

Ask yourself the following questions:

- How willing are you to allow the people you coach to discover and make their own choices?
- Where do you naturally sit on exerting control versus allowing choice?
- Does this differ with each of your relationships?
- Are there times where you overdo either control or choice?
- How often do you consider the context when determining control versus choice?
- Are you willing to declare and learn from mistakes?
- Are you willing to give and receive feedback?
- What will you intentionally do to ensure you allow the person you're coaching to find their own solutions to the situation?





STRENGTHS-BASED AGILITY

Strengths-based agility is the intentional use of behavioral strengths in pursuit of desired outcomes. As a coach, think about what the other person needs and how to use your strengths to create interactions that will help them develop and perform. This will be almost automatic if you've already been practicing positive regard, service orientation, and personal accountability.

Ask yourself the following questions:

- How agile are you in the use of your strengths and behaviors?
- Are there some strengths and behaviors that you struggle to access?
- Which of your strengths and behaviors can sometimes be counterproductive?
- When and why would you choose to use some of your less favorite strengths and behaviors?
- What version of your less favored strengths and behaviors would make sense in the situation?



When you work on the four skills of Relationship Intelligence, you'll see better results from all your coaching relationships. **Book a demo today to learn more.**

BOOK A DEMO