

## Sharpist

### Your guide to Coaching

Personalized learning for every employee worldwide  
Powered by coaching



# Coaching supports people in growing their own potential

- ✓ The coach is the independent and objective sparring partner that supports the learning process rather than merely presenting solutions.
- ✓ The coach does not need to have specific expertise in the learner's field of expertise. Often times it can be especially helpful to discuss personal challenges with someone with an outside perspective.
- ✓ Coaching is not: mentoring, therapy, or consultation.
- ✓ Positive effects of coaching are increases of your overall well-being, self-regulation, and performance.



## Coaching methods



Personal conversations



Specific questions



Creating visualizations



Individual exercises

# More than just mentoring: Coaching leads to individual empowerment





## Three characteristics of a **great coach**



Seeing the learner's potential

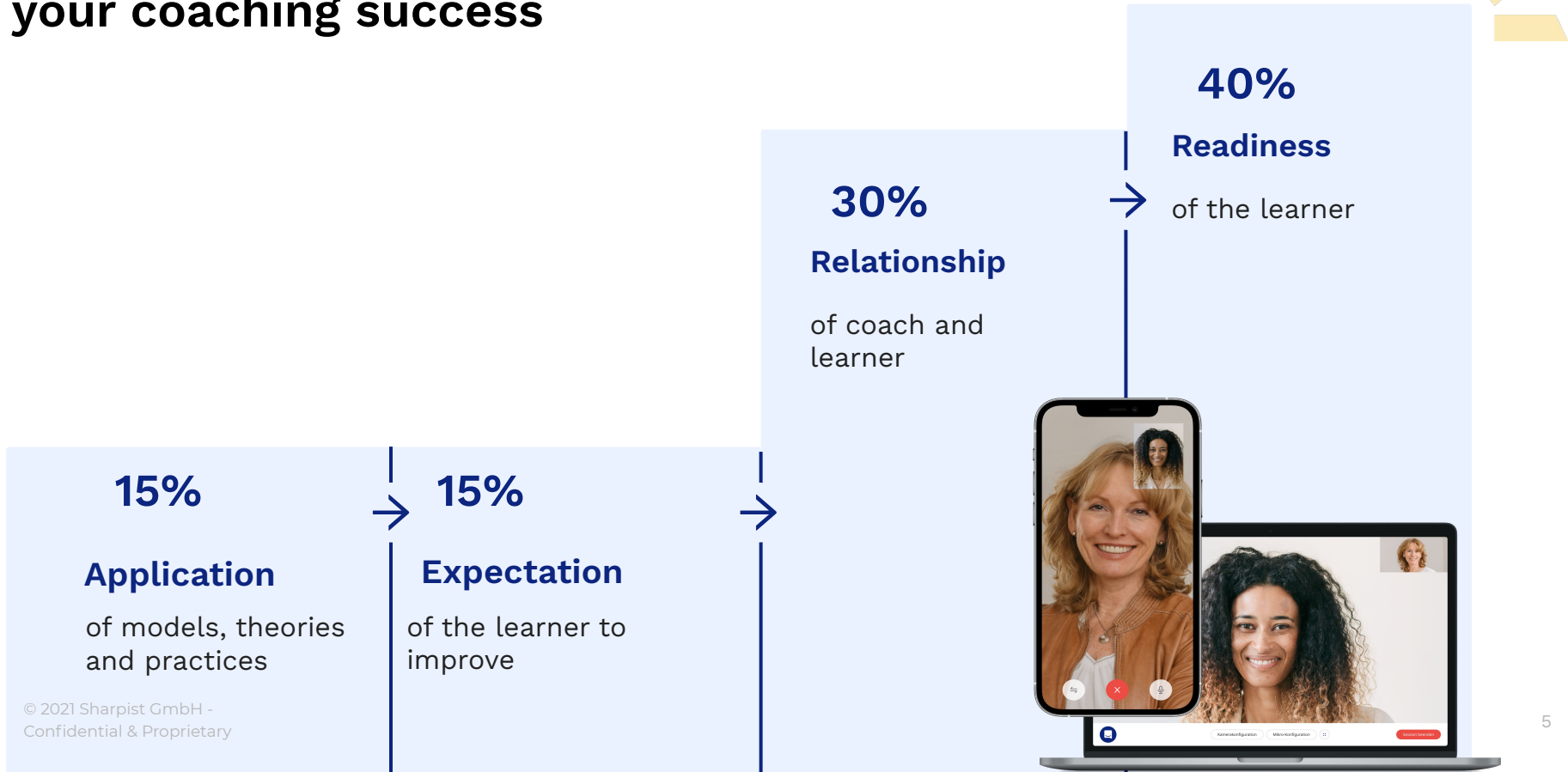


Challenging misconceptions and beliefs



Moving the learner beyond their comfort zone

# These four components will create your coaching success



## 5 tips for getting most out of the Sharpist coaching



Set your coaching goals  
with care



Ensure that you are  
completely satisfied with  
your coach



Make use of the additional  
materials for an ongoing  
learning experience



Put your learning into  
practice in your  
everyday life



Never lose sight of your  
goals





# Your goals are the foundation to find the perfect Sharpist coach for you



get a clear picture of your current situation at work



set the path and give direction for your personal development



identify personal resources and obstacles that might arise “on the way”

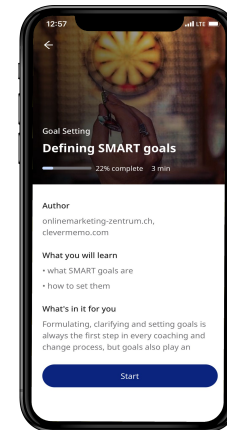


# Sharpist's leadership framework helps you to identify your personal development needs





# Setting your goals “**SMART**” leads to a more impactful coaching experience and to more growth



Reflect  
on your current  
situation

Identify your  
development  
needs

What  
do you want to  
change?

Define your goals  
**SMART**



- **Specific**
- **Measurable**
- **Achievable**
- **Relevant**
- **Time-bound**

- ☆ What are currently your top 3 personal challenges at work?
- ☆ What are your personal strengths that you want to further improve upon?
- ☆ What activities and tasks come easy to you?  
When are you in a state of flow?
- ☆ What feedback have you received recently?  
From colleagues and from your manager?

**Reflection leads to  
success.**



# Keep growing

Have a successful start to your coaching journey!

