

# SMART Performance Coaching

The **SMART Coach™** is...

**S**trategic: Ensures a correct assessment of the employee's performance, and partners with the employee to identify a clear plan of action to...

- Achieve a goal
- Support career development
- Challenge the employee
- Recognize excellent performance
- Improve performance
- Shift behavioral issues

**M**otivating: Coaches from a place of support with a desire to help the employee create success and inspires employee self-discovery throughout the coaching process.

**A**ccountable: Holds self and employee accountable for agreed upon goals, tasks, plans, responsibilities, actions, behaviors and outcomes.

**R**isk-able™: Ignites courage and boldness in the employee in such a way that inspires the employee to set stretch goals, and challenges employee thinking and assumptions.

**T**eachable: Listens with the intent to understand the employee and is open to learning and expanding knowledge