



Getting to Know Your Coachee Tool

- Goals:**
- ***build rapport***
 - ***identify goals***
 - ***establish plan for program***

- Communicate your enthusiasm to be working and learning together
- Explore your coachee's professional background and interests
 - identify areas of shared interest and common experiences
 - surgical "camaraderie" and short, pertinent "war stories" can be helpful here
- Share a little about yourself that is relevant to the coaching program
- Elicit your coachee's motivation for participating in the program and what they hope to achieve
- Explain your motivation for serving as a coach
 - clarify your role as a co-learner based on what your coachee's expectations are
 - share your thoughts about what you anticipate learning from this partnership
- Set goals for your work together
 - as each goal is identified, prompt your coachee to elaborate on what it means and why they chose it

Notes: