

We can work this out a pairs-discussion activity

COACTING means the way you relate to others at work.

Get the new academic year off to a great start by clarifying what you each need to make the most of how you work together.



Step 1

Identify the two styles that best describe how you are at work.

NB Take into account how others would describe what you are like to work with.

Step 2

Use **COACTING** Styles to describe to your colleague three key qualities your style combination brings.

- 1.
- 2.
- 3.

Step 3

Consider the table below and acknowledge the flip side of your Coaching Style, i.e. the worst impact you may have on others when you, or they, are having a bad day.

	Best impact	Worst impact	Development
 Harmoniser	friendly, approachable, considerate, warm	takes things personally, hesitant, conflict averse	Get to the point more quickly. It's OK to disagree.
 Innovator	upbeat, energetic, loves new ideas, enthusiastic	outspoken, loud, impulsive, lacks substance	Think before you speak. Respect deadlines.
 Achiever	dynamic, gets things done, decisive, direct	bossy, abrupt, impatient, my way is the right way	Listen much more. Let others know what you appreciate about them.
 Perfector	thorough, problem solver, systematic, persistent	aloof, guarded, nit-picking	Show some enthusiasm. Be more flexible.

Discuss together

- What would this look like in practice?
- How might you behave? How might others behave around you?
- When you are having a bad day, what do you need to bring yourself more in line with how you want to be?

Step 4

Take your new awareness and, in discussion, complete the table below. Share and copy the content of each section so that you can reference it throughout the term.

Agree what action you need to take to make the most of your working relationship(s).

Person A		Person B	
What I'm like on a good day:	What you (Person B) need to know to bring out the best in me:	What you (Person B) are like on a good day:	What I (Person A) need to know to bring out the best in you (Person B):
What I'm like on a bad day:	What winds me up:	What you (Person B) are like on a bad day:	What winds you (Person B) up:

Step 5

Revisit and renew at least each half-term.

