



Coaching as an intervention



Among other uses, coaching can be utilised when it is considered the best way to support an individual with work-based issues.

These could include career planning and progression, performance improvement, and project development and implementation.

To maximise the effectiveness of the intervention the learner must be ready for coaching.

During an initial meeting with the coach – often referred to as “a chemistry meeting” – the individual will discuss what they hope to achieve from the coaching intervention.

Clear and specific objectives must be set at the beginning of any coaching intervention in order to evaluate the impact at the end of the agreed period of coaching.

If the coach feels that coaching is not the best intervention to suit the specific objectives the individual wants to achieve, they will signpost him or her to more appropriate support.