

*Proactively*  
**COACH YOUR TEAM TO  
BETTER PERFORMANCE**



# DEFINING PROACTIVE COACHING

Thoughts drive our actions, and actions lead to results. Proactive coaching begins with thoughts and is focused on setting others up for success instead of reacting to their results. You can use proactive coaching to help others focus on moving toward their definition of success or something they care about, instead of focusing on moving away from what's wrong or a mistake that's been made.

## Proactive coaching ...

... happens in the beginning, when people are having thoughts about how they approach things.

... is about setting people up for success rather than reacting to their failure. We can focus as a coach on helping people move towards their best.

*No one wakes up and thinks, "Today I'm going to do things wrong."*

As a coach in your practice, you have the opportunity to help people while they are thinking and learning. When you coach toward something rather than react to a result, people will feel more engaged and less defensive.



# WHY PROACTIVE COACHING?

- **Increased Engagement**

Others will put forth more effort.

- **Measurable Results**

You are able to measure someone's results against their own goals and intentions.

- **Capability Focus**

You will help others get better at what they do, and enable them to show up at their best each day.

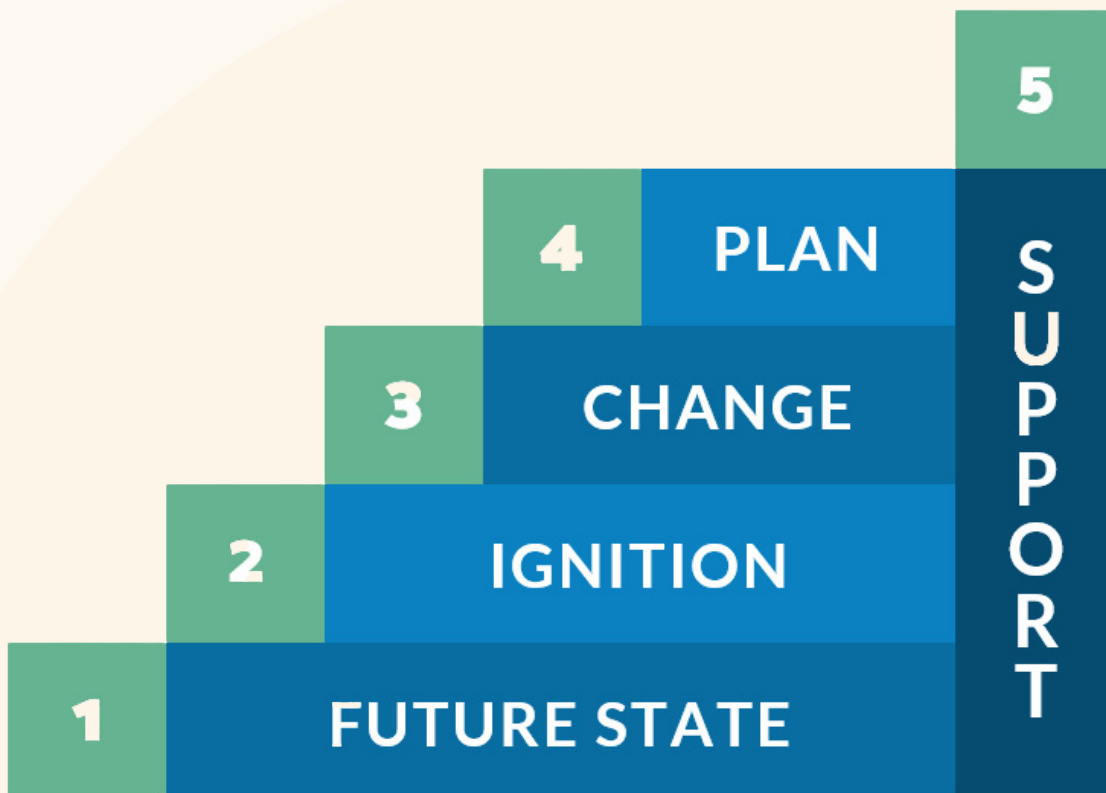
## Proactive Coaching Model



# THE COACHING MODEL

Through consistent coaching you can help someone move from where they are, to where they want to be.

- **Step 1. Future State:** Where do they want to go, what different future do they want to create?
- **Step 2. Ignition:** The “why” behind their desired future state.
- **Step 3. Change:** Their intention to do something differently to reach their future state.
- **Step 4. Plan:** The steps they need to take to make that change happen.
- **Step 5. Support:** The ways you support them throughout the coaching process, to achieve their desired outcome.



# HOW PROACTIVE COACHING SHOULD LOOK

- You ask questions that enable others to think bigger about the results they can achieve.
- You start coaching before opportunities or challenges present themselves.
- You're focused on success, not failures.
- You create a supportive environment.

## Be proactive yourself

Schedule proactive coaching, prepare for it, and be consistent with it. If you're consistently coaching in a proactive way, others will feel that you have trust in their ability and will appreciate the support you're giving them.

## Pivot!

Pivot from reactive coaching to a proactive coaching approach. Encourage others to think and talk about what they could do better next time. Coaching before a possible improvement or the next opportunity to succeed, sets others up for success and eliminates the fear of repercussions from reactive coaching.





# QUESTIONS TO HELP YOU COACH PROACTIVELY

*Have I scheduled regular team meetings and put them on the calendar?*

*How do I make sure that the times I schedule to support my team get the priority they need?*

*What questions will I start with as I work to understand the challenges my team members have in front of them and how they are going to approach those challenges?*

*How will I make sure that I start with what they think they should do, not what I think they should do?*

*How will I best prepare for the conversation?*

*What can I do to work from a position of focusing on how they have their next set of successes, instead of focusing on past stumbles or failures?*

*What will I do when they come up with a plan that I don't like or call something a success that I think was average performance?*

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