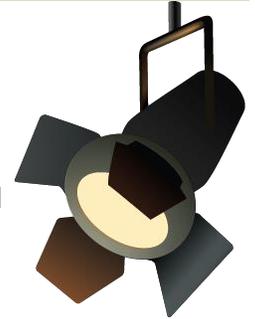


Spotlight Topic of the Month Coaching Your Team

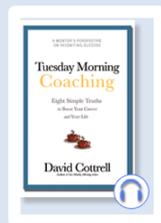


Coaching your team is one of the most important functions as a supervisor, manager and leader. Coaching is an effective way to ensure employees are receiving regular feedback regarding the employee's performance goals, especially when the goals are not clearly defined. The coach can help the employee move from a vague goal like "improve my customer service" to articulating something that is actionable and measurable, which is much more achievable.

According to Tim Gallwey, a former sports coach and the author of *The Inner Game of Work* "Coaching is unlocking a person's potential to maximize their own potential. It is helping them to learn rather than teaching them."



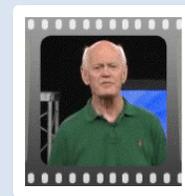
[Use the Grow Approach](#)
2 minute video



[Tuesday Morning
Coaching: Eight Simple
Truths to Boost Your
Career and Your Life](#)
Audio Book



[Coaching and Mentoring
for Career Development](#)
4 minute video



[Coaching for Success:
How Successful People
Get Even Better](#)
*Marshall Goldsmith
1 hour, 30 minutes*

Assessment Questions:

How functional or dysfunctional is your team? Think about the team you are leading and assess them with the questions below:

- How would I score myself in the four aspects – intellect, energy, ambition, and choices – of career development?
- What aspect do I most need to improve?
- How can I improve that aspect?
- What choices do I need to make to further my career?

If you are interested in beginning coaching for performance [click here](#) for additional resources.

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- ✓ Select **Email Addresses** from the drop-down box;
- ✓ Select **Edit Email Addresses**
 - Enter your work, business and/or personal email addresses;
 - Check the **Primary Email** box next to the email address to which you would like business communications to be sent; and
- ✓ Click **OK** to save.

Also, in the **My Info** area, please update your email address, mailing address, communications preference and business and home telephone numbers. If you need assistance, please go to: Contact/Help Desk Information or click the [Contact/Help Desk Information](#) link on the bottom of the screen.

If you have any questions, suggestions or concerns, please contact:

Mary Cornwell, e-Learning Training Program Manager at 614-995-0154 or by email at LearningonDemand@das.ohio.gov.

