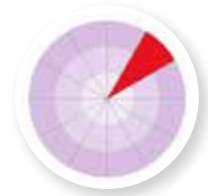


COACH

Stimulating Others



Stimulating others is one of the Coach style behaviors in the Sphere of Influence 360°.

Learning new skills is a process of falling and getting up again. As a leader or a colleague, these are the moments where you can stimulate others to help them get back on track. A great way to learn how to do this is to find role models that you can learn and copy this coaching skill from—role models who are great at stimulating others.



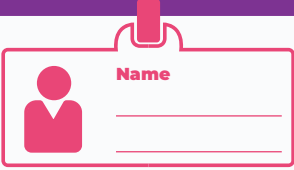
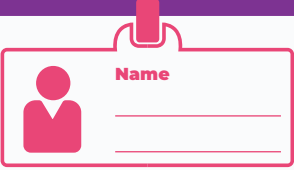
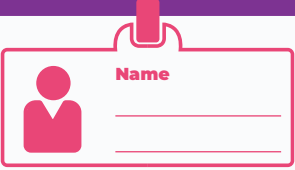
“Our greatest glory is not in never falling, but in getting up every time we do.”

- Confucius

Exercise: Look for role models

Step 1: Find 2 or 3 colleagues, collaboration partners, or friends who are very skilled at stimulating others. Write their names down in the name tags below.

Step 2: Observe the behavior of your role models. What do they do or say to stimulate others? Write everything down in the columns under their names. Make sure you take enough time on this step.

Role model 1	Role model 2	Role model 3
 <p>Name _____</p>	 <p>Name _____</p>	 <p>Name _____</p>
Behavior this role model uses to stimulate others		

Step 3: Indicate the behaviors you think would suit you and that you would also like to put into practice. Do this by ticking the box in front of the desired behavior.

Step 4: Indicate the behaviors you think would suit you and that you would also like to put into practice. Do this by ticking the box in front of the desired behavior.

Behavior that I'm going to explore to stimulate others:



Step 5: Put your intentions into practice!

Good luck!

Example sentences

We are aware that the steps in the exercise may take some time, so here are some example sentences you could use to start stimulating others right away. Check out the speech bubbles below.



Evaluation:

How did your attempt to stimulate others work out?



1



2



3



4



5

What did you learn? What insights did you gain?

What went well? What would you repeat?

What can you do to improve your performance?

What is your next step?