

# R<sup>4</sup> Coaching Method.



1. **R**aise the Bar!
2. **R**ealistically Self-Evaluate.
3. **R**ealize the Plan.
4. **R**eview and Celebrate Results!

## 1. **R**aise the Bar!

To start with what is it you want to improve, but not just improve, excel at. Perhaps you have an underperforming team, and you want to equip yourself with tools to transform them.

Perhaps your goal is more self directed in nature. You struggle presenting in front of groups or maintaining attention when you are trying to make an important point.

What ever the goal it needs to be simply stated, clearly understood and not just incremental – we want to **R**aise the Bar!

## 2. **R**ealistically Self-Evaluate.

Where are you right now? What is the current situation at work? What is going well? How are you feeling and what are the major challenges you are facing?

By exploring the current situation in the context of the goals identified in step 1 and identifying any personal realities which may be impeding success, the coach and coachee can focus what needs to be addressed.

Honesty and transparency are critical – we want to **R**ealistically Self-Evaluate.

### 3. Realize the Plan.

Where are you right now? What is the current situation at work? What is going well? How are you feeling and what are the major challenges you are facing?

This part of the method involves not only asking the coachee for their choices, but also collaborating to investigate the possible positive and negative consequences of these choices.

The coachee is helped to think carefully about various ways to achieve the outcome identified in Raise the bar.

Once the preferred course of action is agreed to, it needs to be owned and internalized by the coachee.

Owning the decision is critical if we want to **R**realize the Plan.

### 4. Review and Celebrate Results!

It is vital that opportunities are formalized to evaluate how things are progressing so that adjustments can be made to continue to forward progress.

Final review needs to focus not just on what went well but on what could be improved. Lessons learned are applied to continual improvement and growth of the coachee.

Who does not like a party! Celebrating your wins not only feels great physically, but it also reinforces the positive attitude and behavior you want to have show up when you face a new challenge or opportunity.

We want to **R**review and Celebrate Results!