

Coaching Guide

A guide consisting of a set of behavioral coaching questions generated by comparing an Individual's PI Behavioral Pattern and a Position's Job Pattern.

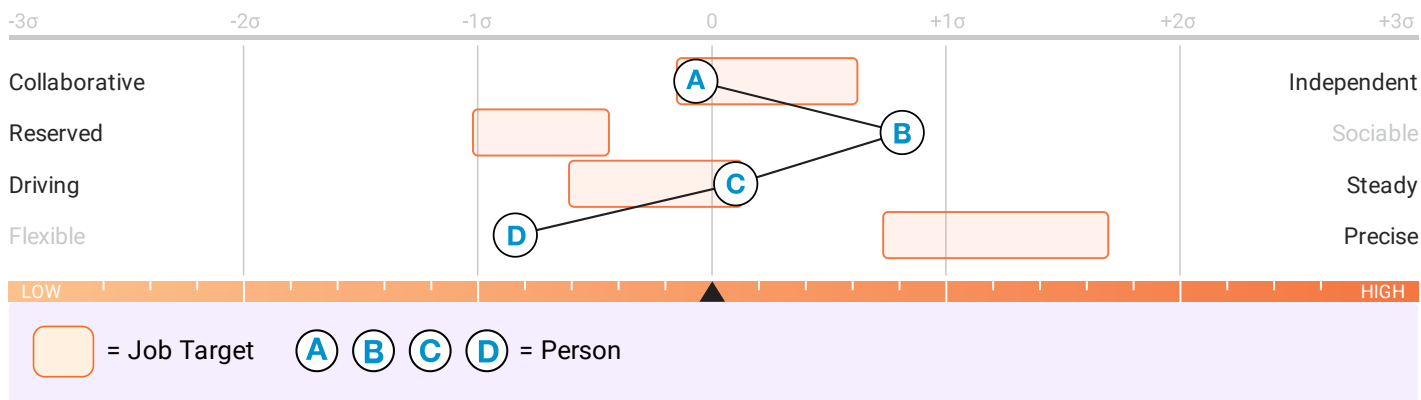


Oscar Martinez



Staff Planner

Behavioral Comparison - Person and Job



Coaching Questions

A Dominance

How could you build upon your natural ability to get along with others?
What would it look like if you were to increase the service you're currently providing to an even higher level?
Describe how you are able to build team performance with a variety of people on the team?

B Extraversion

How could you limit or hold back your natural tendency to be talkative and social?
What is the best way for you to be more focused on facts and less on the inputs of others?
How do you satisfy your need for interaction with others when your work requires periods of individual work?

C Patience

How can you leverage your natural ability to work in a relaxed and stable manner?
How could even greater consistency and stability impact your performance?
What is the benefit of working at a steady pace?

D Formality

How could you demonstrate an ability to be more thorough and detail-oriented in your work?
What would it look like to be more structured and disciplined in your role?
How do you comply with important rules and structure even though this may not motivate you?