

Pull (vs. Push) Coaching

Turning the Tables with Targeted Insights

Pull coaching empowers employees to take the initiative in seeking coaching that meets their specific needs. Rather than waiting for top-down guidance, you can identify what input you need, who can best provide it, and actively request timely, targeted feedback. This approach not only makes coaching more relevant and actionable but also fosters greater engagement and ownership of your learning. By inviting rather than receiving coaching, you'll gain deeper insights, build stronger relationships, and accelerate your growth right within the workflow.

1. IDENTIFY THE SKILL TO BE DEVELOPED OR HONED.

Ask yourself: What would like to get better at?

2. DETERMINE WHAT KINDS OF INPUT YOU NEED TO IMPROVE.

Ask yourself: What kind of insights might help you elevate your developing skill? Someone just holding up a mirror for you to evaluate results? Specific technical tips? Business savvy or technical expertise?

3. IDENTIFY WHO IS UNIQUELY SUITED TO OFFER THE INPUT YOU NEED.

Cast a wide net to include a range of people within and outside the workplace. Ask yourself: Who might be able deliver on your specific need? (Pro Tip: Look well beyond your manager to others who may have greater availability and visibility.)

4. CONTRACT WITH YOUR 'COACH'.

Ask about the person's willingness to support your growth and development then share the 'what', 'why', 'when' and 'how' of the request.

Example: I'm working to elevate the quality of my curiosity (What) so I can become a more influential leader. (Why) During our next team meeting (When), I would appreciate you paying particular attention to my talk-time ratio and the number of questions I ask versus the number of statements I make. (How)

5. INVITE OBSERVATIONS, FEEDBACK, AND ADVICE (IF DESIRED).

Prepare in advance a couple of targeted questions to follow up.

[Learn more!](#)

Julie
Winkle
Giulioni



Debbie
Cotton

