



## HIRING A COACH FOR PERSONAL DEVELOPMENT

*"A coach is a person that can give correction without causing resentment" -- John Wooden*

Have you considered hiring a coach to help you get over personal or professional roadblocks in running your business or trying to grow your career? More and more people in recent years have been turning to coaches to help them clarify their goals and achieve their fullest potential, both in life and work.

be more innovative, then you may be able to get work to cover the cost. Otherwise, if you have to pay for a coach out of pocket, it is still a valuable experience that you should consider if seeking clarity and heightened

### PROS of hiring a coach:

- *Unbiased criticism*

Ability to receive solid criticism without the potential damage to the relationship. A coach will create a safe place where you can see yourself with all the positives and negatives.

- *Accountability*

Accountability is essential but is usually tough to maintain on your own. A coach will help you stay accountable and lead you to sustained progress.

- *Structure and routine*

A coach plays a key role in creating structure and routine for their clients. By setting up a particular schedule and a defined methodology for tracking progress, you will be able to build consistent commitment.

### CONS of hiring a coach:

- *Cost*

Business coaches, like any professional services, come at a cost but don't let the price tag prohibit you from exploring this option for self-growth. Sometimes if you make a conclusive case for how you may use this service to improve your contributions at work and



performance is important to you.

- *Time commitment*

Engaging in a coaching relationship will inevitably add more to your already busy timetable. Whichever form of communication channel you and your coach choose, whether meeting online or offline, you will have to budget some of your spare time for discussion, reflection, note taking and the like.

- *Handling potentially negative feedback*

The benefits of coaching are that it will make you aware of any blind spots you might have which is invaluable. Be open to this kind of feedback, and even though it might take you through a cycle of self-examination, this is how growth happens. Stay with the direction you get from your coach and trust their guidance.

## HOW TO FOSTER TRUST IN THE WORKPLACE

It is a proven fact that companies who foster trust are better managed, as well as that they have employees who are more motivated, more innovative and more productive. According to a study done by the University of British Columbia, it was reported that trust in management was the top consideration when people spoke about their job satisfaction. The study cited that a small increase in trust in management was equivalent to the amount of job satisfaction employees would get from receiving a 36 percent pay increase!

What do you do in your business to foster trust? What types of behaviour foster trust anyway? For this month's InfoPays, we are breaking down the 3 types of trust established in the workplace, and they are as follows:

### Contractual trust

This form of confidence is based on the notion that any parties who enter an agreement do what they say they will do. A workplace based on trust usually means employees who have clear direction, who are engaged in their jobs and work towards realistic goals and expectations. Contractual trust, in other words, leads to clear-headed and productive workforce.

### Communication trust

Communication trust is paramount because it is based on

transparency and timely sharing of the correct information, speaking with good purpose and keeping employees in-the-know. In this type of environment, employees can ask open questions, contribute ideas, provide feedback as well as offer honest perspective. The most important aspect of communication trust, however, is to speak with good purpose. When people speak with good purpose,



they foster trust in the workplace and prevent things like gossip and backbiting. When people work in an environment of trust, they are not driven by fear and feel valued and appreciated in their place of work.

### Competence trust

It is key for managers to have trust that their employees possess the right abilities to perform their jobs effectively. In high trust work environments, managers support their employees by allowing them to get new engagements and build their skill set even further. Being entrusted competence confidence means that instead of feeling micro-managed, employees get the motivational boost that comes from demonstrating their capabilities and validating their manager's trust. This by no means suggests not to question or challenge ideas but to simply operate from a place of trust in your employees' capabilities to deliver good work.

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