



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 in both life and work.

PROS of hiring a coach:

- *Unbiased criticism.*

A significant benefit is the ability to receive honest criticism without any damage to the relationship. A coach will create a safe place where you evaluate and reflect on your positive and negative traits.

- *Accountability*

Accountability is essential for success, and keeping it up is tough without it. A coach will help you stay accountable and lead you towards sustained progress.

- *Structure and routine*

A coach plays a crucial role in creating structure and regimen. By setting up a particular schedule and a defined methodology for tracking progress, you will build consistent commitment.

CONS of hiring a coach:

- *Cost*

Like any professional services, business coaches have a price tag, but you shouldn't let its cost prohibit you from exploring them as an option on your self-growth journey. Sometimes if you make a conclusive case for how you may use this service to improve your contributions at



work, you may be able to get work to cover it. 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 high performance is your priority.

- *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, and note-taking.

- *Handling potentially negative feedback*

The benefits of coaching are that it will make you aware of any blind spots. 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. Please stay in 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 that foster trust are better environments to work in, and their employees are more motivated, more innovative, and more productive.

According to a study done by the University of British Columbia, confidence in management was the top consideration when people spoke about their job satisfaction. The study cited that a small increase in management trust 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? For this month's InfoPays, we are discussing three types of trust established in the workplace:

Contractual assurance

This form of confidence means that any parties who agree to do what they say they will do. It also means employees have a clear direction and are engaged in their jobs, and work towards realistic goals and expectations. In summary, contractual trust results in a clear-headed and productive workforce.

Communication trust

Communication trust is paramount because it rests 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, and offer an honest perspective. The most crucial aspect of communication trust, however,



is to speak with good purpose. When people talk with good intent, they foster confidence in the workplace and prevent gossip and backbiting. Genuine motivation to do good work wins over fear.

Competence trust

Managers need to have faith that their employees possess the right abilities to do their jobs effectively. In high trust environments, managers support their employees by developing their skills through exposure to new assignments. Being entrusted competence means that instead of feeling micro-managed, employees get the motivational boost from demonstrating their expertise. That does not mean that ideas are not questioned or challenged in this type of work environment; it only means that managers operate from a place of trust in their employees' abilities to deliver excellent work versus closely watching their work.



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