

Four Traits of High Achievers Coaching Tips

1 Strong Goal Clarity

- Ask about goals and make them SMART (Specific, Measurable, Attainable, Relevant, and Time-activated).
- Encourage him/her to visualize achieving their goal.

2 High Achievement Drive

- Review goals together and ask them to describe (1-10) their present level of desire to attain them.
- Explore past accomplishments and discuss what motivations caused them to achieve those goals.

3 Healthy Emotional Intelligence

- Ask about positive and negative emotions experienced during client interactions and what triggers those emotions.
- Help them describe the level of confidence they need to call on higher net worth prospects and/or interact with people at higher levels within the organization.

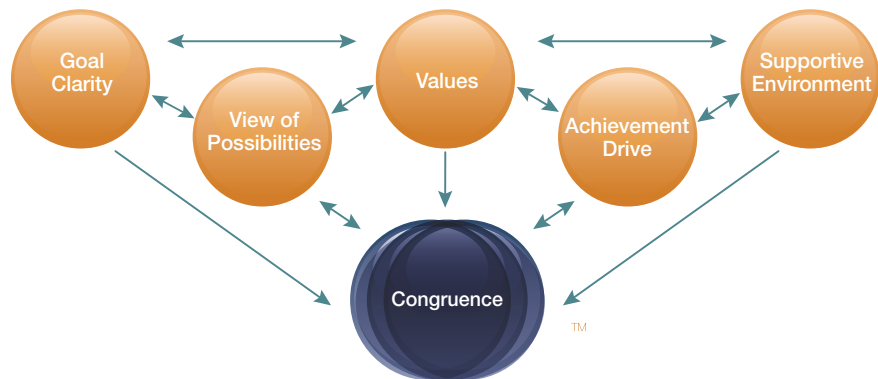
4 Excellent Social Skills

- Have them describe their behavior style, how they prefer communicating and how they can adapt to others.
- Ask them to rate their listening skills (1-10) and debrief after meetings about how well they listened.

“Stop thinking about what you can achieve; think about what you can contribute.”

– Peter Drucker

Five Drivers of High Achievement Coaching Tips



Goal Clarity

- Ask them how committed and/or excited they are about the goal on a scale of 1-10.
- Encourage him/her to focus on the rewards of reaching their goal rather than on the obstacles or roadblocks.

View of Possibilities

- Encourage them to study others who have achieved goals similar to their goals.
- Collaborate together to design a strategy of logical interim steps toward his/her goal.

Values

- Encourage him/her to create and focus on goals that create value for others.
- Ask them to explore if their goals are consistent with their true values.

Achievement Drive

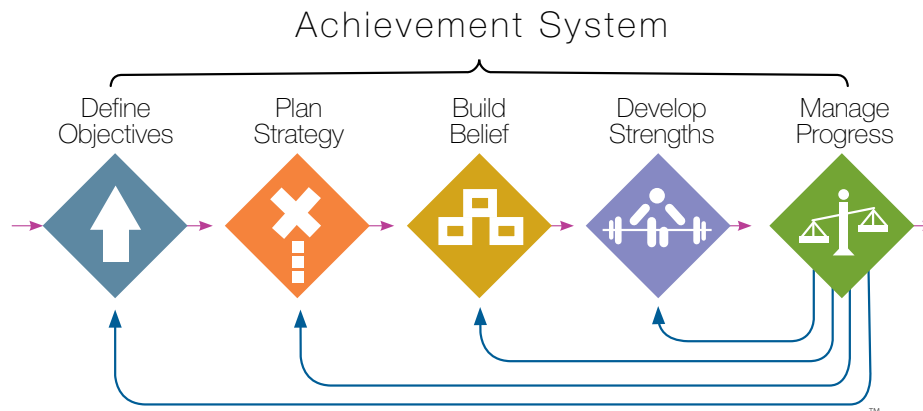
- Help them set goals and activities that are important to them, excite them and will release their achievement drive.
- Challenge them to identify meaningful rewards they can give themselves when they meet weekly, monthly, quarterly and annual goals.

Supportive Environment

- Encourage them to share their goals with key people and associate with people who will support their goals.
- Challenge them to find 1-2 people who are on the level they'd like to be performing and seek advice.

“It’s time to start living the life you’ve imagined.”

– Henry James



Questions for Success Roadmap Coaching

1. Where are you now in your life/career and where would you like to be?
2. What does that look like? How will you determine success?
3. What about that goal excites you?
4. What about that goal de-motivates you?
5. What progress have you made with your goal? Are there any revisions/changes you need to make in your goal?
6. What incremental mini-goals have you achieved?
7. What new mini-goals do you need to set?
8. How will you build belief that your goal is possible?
9. What prior successes can you build on? What new beliefs will you need to build?
10. What new attitudes, habits, skills and specialized knowledge do you need to develop?
11. What affirmations will strengthen your belief and desire?
12. What can you do today that will take you one step closer to your goal?

“The minute you begin to do what you really want to do, it’s really a different kind of life.”

-- Buckminster Fuller