



Navigational Conversations at a Glance

The 5 Functions of Navigational Coaching

Navigational Coaching involves five key functional activities:

1. Clarifying the end point or goal.
2. Clarifying the present situation.
3. Plotting a course forward and gaining commitment to action.
4. Providing positive reinforcement.
5. Facilitating course correction.

The 6 Guiding Principles of Navigational Coaching

Principles are more important than techniques. These principles provide the foundation for effective coaching:

1. Coaching depends on a trusting, collaborative relationship.
2. Coaching focuses on the coachee's agenda.
3. Coaching is based on a peer-to-peer form of interaction.
4. Coaching works best when people find their own answers.
5. Coaching supports the coachee to do the work.
6. Coaching leads to action.

Powerful Reframes for Achieving the Navigational Coaching Mindset

Shifting from:

- Solving the problem to unleashing potential.
- Resolving the task to building capacity.
- Knowing to learning.
- Judgment to curiosity.
- Having the answers to asking the questions.
- Completion to growth.
- Risk avoidance to risk exploration.
- The facts to the possibilities.
- Spending time with problems to spending time with people.
- Short term results to long term results.

Who to Coach?

The best return from coaching comes from knowing who to coach and when.

People who are motivated are the easiest to coach and give the highest return on coaching investment.

