

THE POWER OF COACHING & ACCOUNTABILITY



WHAT COACHING WILL DO FOR YOU

- Reinforce what you are doing well
- Fix ongoing issues
- Help you develop new skills
- Help you communicate more effectively
- Help you contribute more effectively
- Highlight errors you are making/blind spots you may have

WHAT YOU HAVE TO BE WILLING TO DO

- You have to be willing to do the work
- You have to be willing to take the feedback...the good and the not-so-good
- You have to be willing to invest the time and the money
- You have to check your pride and ego at the door
- You have to set goals and check your progress towards those goals
- You have to be honest

“Coaching is just a nice conversation
until something changes”

— Susanne Biro

HOW DO YOU FIND A COACH/MENTOR

- Consider what kind of coach you are looking for
- Ask for referrals
- Interview them and find out about their background, experience and their style.
- Find someone who is doing well what you want to do.

MY FAVORITE LESSONS FROM MY COACHES

- Get comfortable with being uncomfortable
- To quit taking things personally
- Dealing with the emotions of scaling a business and a team
- The value of practice
- No knee jerk reactions allowed
- How to build my resilience
- Stop playing small to please others
- The power of immediacy in feedback
- Spend money in paying someone to free up my time to do my best work

ACCOUNTABILITY

- You are a product of the 5 people you spend the most time with. Choose wisely.
- Prune relationships that are toxic or no longer serve you.
- Go up goals – Tell a few
- Go down goals – Tell everyone

WHY COACHING AND ACCOUNTABILITY IS NECESSARY FOR TEAMS

- Empowers people with the organization
- Energizes people to take responsibility
- People take responsibility and seek solutions vs. seeking others to blame
- Makes for a safer, healthier environment

“When you have a group of people accountable for a shared outcome you magnify the outcome for the better”

- Lori Knowles

HOW ACCOUNTABILITY LOOKS AT JONES THERAPY SERVICES

- We have a culture of feedback. "Spinach in your teeth"
- We use words like "coach", "course correct", "feedback"
- Yearly performance reviews include: 2 things they want to improve upon for the next year, 3 measureable goals to get them there, and accountability partner.
- High performers will hold each other accountable
- Starts in the interview process
- Quarterly Book Club
- Conversations around the Core Values

ACTION STEPS

- If you are not ready to find a coach or something is standing in your way. Turn your car into a classroom where you learn. Turn anytime you can into a time to learn.
- Be protective of what you put in your mind.
- READ, READ, READ....READ
- Find like-minded people

BOOKS

- The Four Agreements – Don Miguel Ruiz
- Change Your Questions, Change Your Life – Marilee Adams
- Necessary Endings – Dr. Henry Cloud
- What Got You Here Won't Get You There – Marshall Goldsmith
- Thanks for the Feedback – Douglas Stone and Sheila Heen
- You Win in the Locker Room First – Jon Gordon and Mike Smith

LET'S CONNECT

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