

## Coaching Different Styles 教練不同風格的人，從何入手？

|   |  |
|---|--|
| <b>D</b><br>Pros & Cons 優點缺點<br>Researching Facts 研究事實<br>Logics of Actions 行動邏輯<br>Dangers or Risks? 危險/風險?<br>Needs of Others 他人需要                  | <b>I</b><br>Focus on Tasks 聚焦任務<br>Seeking Facts 尋找事實<br>Follow Through Actions 跟進行動<br>Interest or Need? 興趣/需要?<br>Things in Addition to People 人外事 |
| <b>C</b><br>Express Feelings 表達感受<br>Excluding Facts 除了事實<br>Encourage Actions 鼓勵行動<br>Guidelines or Must? 指引/必須?<br>People in Addition to Things 事外人 | <b>S</b><br>Prioritize 緩急輕重<br>Including Facts 包含事實<br>Options for Actions 行動選擇<br>Respect or Avoid? 尊重/迴避?<br>Needs of Self 自己需要                    |

## Being a Coach/Manager 作為教練/管理者，你傾向...

|  |  |
|--|--|
| <b>D</b><br>Intimidating 威嚇<br>Insensitive 無動於衷<br>Impatient 不耐煩     | <b>I</b><br>Not Detailed 粗略<br>Superficial 表面<br>Lack Follow-Through 欠跟進 |
| <b>C</b><br>Perfectionist 完美主義<br>Aloof 冷漠<br>Hamper Creativity 障礙創意 | <b>S</b><br>Indecisive 優柔寡斷<br>Indirect 間接<br>Hesitate 猶疑                |

## Becoming More Effective? 改進：如何更有效益？

|  |   |
|--|---|
| <b>D</b><br>Patience 耐性<br>Questioning More 更多發問<br>Releasing Control 放下控制   | <b>I</b><br>Specific 精確<br>Listening More 更多聆聽<br>Considering Sameness 考慮相同         |
| <b>C</b><br>Concern 關懷<br>Creating More 更多意念<br>Considering Differences 考慮不同 | <b>S</b><br>Assertive 決斷<br>Voicing Out More 更多提議<br>Releasing Others' Burdens 放下負擔 |