

# COACHING THE UNCOACHABLE

The exercise to the right does not guarantee people will invite you into the coaching process, but it will significantly change your beliefs and attitude toward them.

**TIP:** Remember that coaching is not something that we do to others; it is the result of us choosing to coach and them inviting us into the coaching relationship.

 Refer to page 62 in **The Master Coach**

Many new coaches wonder: “What can I do with all the people on my team who are uncoachable?”

The honest answer is one that you may not want to hear: “It’s not that they don’t want coaching; they just might not want coaching from you!”

It’s not the coaching that we resist. We are simply very picky about those we will welcome into something as profoundly personal as coaching.

Great coaching involves exposing treasured aspirations, exploring unfulfilled expectations, owning up to the ways we are selling ourselves short, and charting risky new courses of action. We will only share these things with someone who we believe truly cares about us, is trustworthy, and has something important to offer.

## Exercise: Turn Your Uncoachable to Coachable

Consider those around you whom you may have labeled as *uncoachable*.

**Get in their shoes.** What would it be like to walk in their shoes? What are the intentions of their actions? Often, we judge others by their actions and ourselves by our intentions.

**Look inside you.** Do you dislike something in this other person because it exists in you? What is it about this particular person that causes a profoundly negative feeling in you, while others are completely unaffected by the same person? What beliefs, biases, and emotional patterns could be contributing?

**Take back your power.** Do you think you have given away your power by being consumed by resentment and envy? Have these emotions sucked up your valuable energy? Could this be impacting your effectiveness as a leader? Where could this energy be better spent?

**Talk to their mother.** What would this uncoachable individual’s mother think of them? How does she view this person? How does this view change your perspective of this person?

**Seize a great role.** You may have labeled this person as the enemy; however, what have they labeled you in their personal story? Are you the adversary, a career threat, or the incarnation of their mean old uncle? Are you their caring coach or their constant critic? Do you serve or take from them?