



## Accelerate your success

So, did you do it? Did you pick one development action? Did you feel the fear? Did you JUST DO IT?

This will only make sense if you read last week's blog where we discussed Abraham Maslow's thoughts about either *stepping forward into growth or to stepping back into safety*.

If you didn't, maybe you need some help; maybe you need to consider a coach. Coaches are not just for senior executives or top athletes, their job is to help you realise your potential. As Sir John Whitmore the Pioneer of Coaching said "*... we are more like an acorn which contains within it all the potential to be a magnificent oak tree. We need nourishment, encouragement and the light to reach toward, but the oak-treeness is already within*".

A coach can do many things to support for growth and development, here are 5 things a coach can do for you:

- **Motivate you:** personal development can be a lonely journey and to have someone on our side, who understands how to give us the right stroke to move us forward when it becomes tough is a valuable ally. Sometimes particularly if we have a tendency towards perfectionism (and many high potential people do) we need someone to tell us we are doing fine.
- **Facilitate your solutions:** I believe the main role of the coach is to create insight and a framework to create solutions. The coach's role is not to provide the answers but to provide feedback and ask smart questions to help you find your own solutions. Having someone to help stretch your thinking in new and different ways and allow you to create your own answers is a very powerful route to success.

- **Challenge you:** Your peers, your colleagues and even your family and friends won't always tell you the truth. All have a vested interest in giving you one story or another. A good coach will be your critical friend, challenging you when you are not performing or behaving as you might want to, pushing you harder when you need to and helping you see when you succeed.
- **Hold you to account:** If you make a pledge to yourself to do something with your coach they will follow it up with you and hold you to your promises. Their role is to make sure you are really clear on your goals and your actions and to hold you to account for delivery.
- **Act as a sounding board:** Smart people have lots of ideas, and I am sorry to break it to you but not all your ideas are brilliant, life changing insights of wisdom. Having an honest broker to share your thoughts, ideas, journey with before you unleash it on the world is a valuable way to accelerate success.

If you are that acorn, maybe you need some help to realise the oak tree within, maybe you need a coach.