

Coaching and Mentoring

The top ten attributes and skills

Robert Firth

Coach

Mentor

Architect

Project Manager



YOU HAVE TO **“BE”**
BEFORE YOU CAN **“DO”**,
AND DO BEFORE YOU CAN **“HAVE”**

ZIG ZIGLAR

QUOTESEVERLASTING.COM

1. Impartial

Avoid opinions, assumptions, prejudices

Great minds discuss
ideas; average minds
discuss events; small
minds discuss
people.



ELEANOR ROOSEVELT



”

If you focus on results, you
will never change. If you focus on
change, you will get results.

IF YOU CHANGE
THE WAY YOU LOOK
AT THINGS, THE
THINGS YOU LOOK
AT CHANGE.

2. Supportive

Positive, empathetic, honest

**IT'S A LOT EASIER FOR
EVERYONE ELSE TO
BELIEVE IN YOU WHEN
YOU DO IT FIRST**

BRAD SUGARS

CHANGE IS **INEVITABLE.**
GROWTH IS **OPTIONAL.**

John C. Maxwell



**I'm a perfectionist
with a procrastinator
complex. Someday I'm
going to be awesome.**

3. Listen and Dig

Get the full story

“How are you?”

In pain. Lonely. Useless. Sad.
Betrayed. Fragile. On the verge
of tears. Pathetic. Broken. Not
good enough. Rejected. Lost.
Letdown. Wounded. Ruined.
Hurt. Defeated. Disappointed.
Damaged. Suffering. Injured.
Troubled. Cheated. Unhappy.

Fine.

Sandler Pain Funnel



Remember that
the 6 most expensive
words in business are:

**"We've always done it
that way."**

Catherine DeVrye

4. Build confidence

Reassure, provide evidence, compare

GENERAL STATS

40% of small businesses are profitable



30% break even

30% are continually losing money

Businesses with fewer than 20 employees

50%

55%

37%

9%

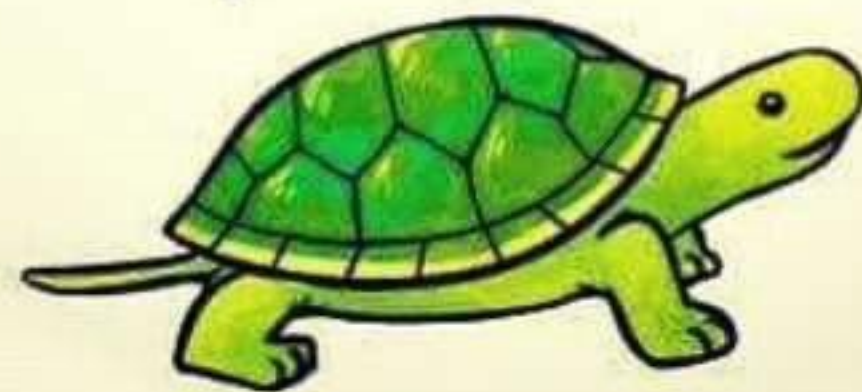
of small businesses fail within the first year

fail within the first 5 years

chance of surviving the first 4 years

chance of surviving 10 years

your speed
doesn't matter,
forward
is
forward



We are all living
in cages with the
door wide open.

George Lucas

5. Accountability

Responsibility, ownership, discipline

Above the line:

- 1.) Ownership
- 2.) Accountability
- 3.) Responsibility

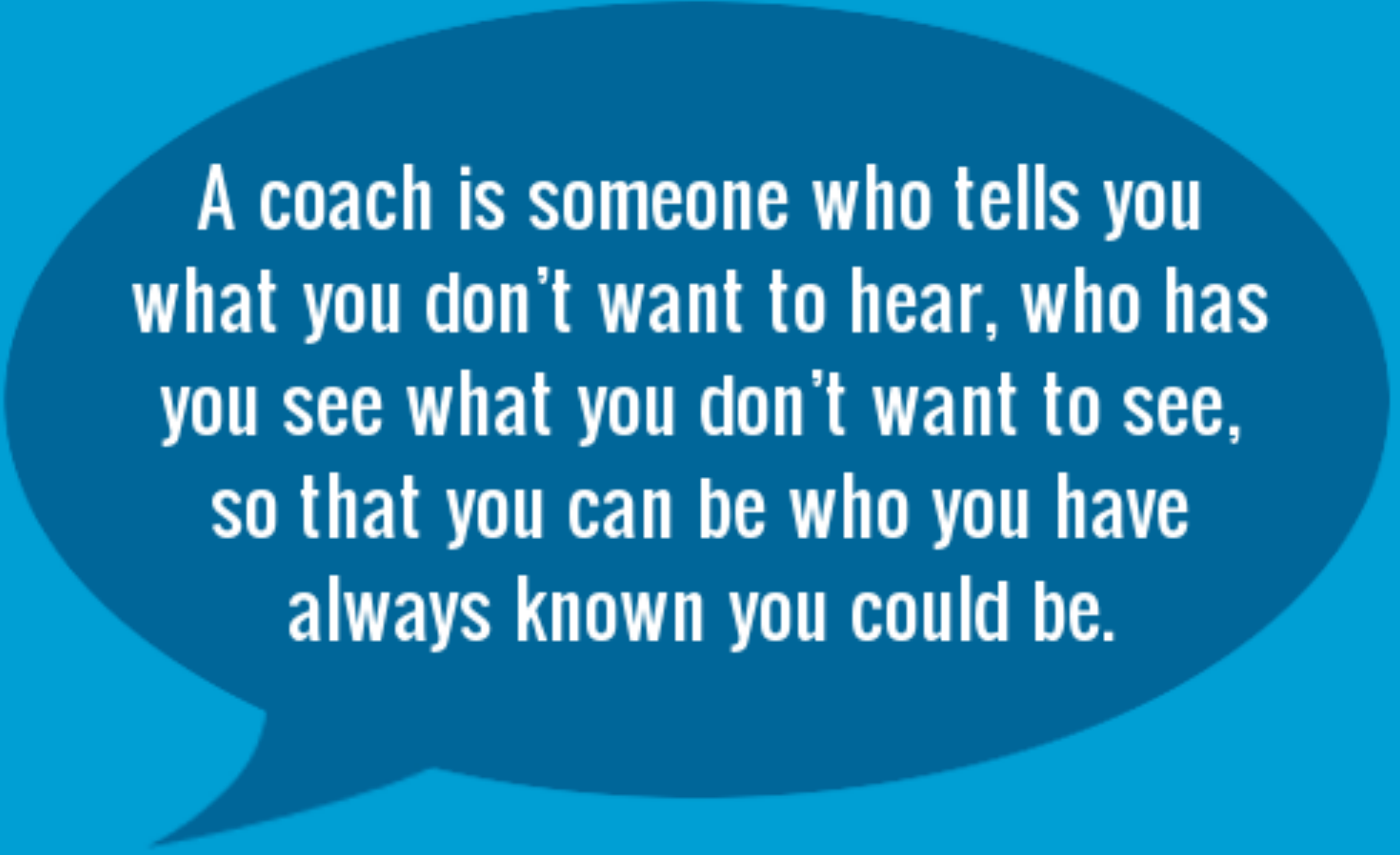
VICTORS



Below the line:

- 1.) Blame
- 2.) Excuses
- 3.) Denial

VICTIMS

A quote by Tom Landry is presented inside a dark blue speech bubble. The quote is written in white, bold, sans-serif text. The background of the entire image is a lighter blue gradient.

**A coach is someone who tells you
what you don't want to hear, who has
you see what you don't want to see,
so that you can be who you have
always known you could be.**

Tom Landry



READY?



WILLING?



ABLE?

6. Focus

Priorities, things you can influence, progress



OVER THERE

NOWHERE

FAR AWAY

SOMEWHERE

NO IDEA

NOT SURE

DON'T KNOW

UNCERTAIN

??

DISTANT

This is NOT
my responsibility

This IS my
responsibility

My words, my behaviour,
my actions, my efforts, my
mistakes, my ideas & the
consequences of my
actions

Other
people's
words

Other
people's
mistakes

Other
people's
beliefs

The consequences of
other people's actions

Other
people's
ideas

Other
people's
opinions

Other
people's
actions



A close-up, low-angle shot of a lion running through a savanna. The lion's mane is thick and golden-brown, and its eyes are focused forward. The background is a blurred landscape of dry grass and trees under a bright sky. The overall tone is energetic and motivational.

**YOU GET WHAT
YOU FOCUS ON, SO
FOCUS ON WHAT
YOU WANT.**

MOTIVATERON

7. Goals

Future, dreams, goals, plans, actions, evidence

A dream written
down with a
DATE
becomes a goal. A goal
broken down into
STEPS
becomes a plan.
A plan backed by
ACTION
makes your dreams
come true.

GREG S. REID

S

Specific

Do: Set real numbers with real deadlines.

Don't: Say, "I want more visitors."

M

Measurable

Do: Make sure your goal is trackable.

Don't: Hide behind buzzwords like, "brand engagement," or, "social influence."

A

Attainable

Do: Work towards a goal that is challenging, but possible.

Don't: Try to take over the world in one night.

R

Realistic

Do: Be honest with yourself- you know what you and your team are capable of.

Don't: Forget any hurdles you may have to overcome.

T

Time-bound

Do: Give yourself a deadline.

Don't: Keep pushing towards a goal you might hit, "some day."

The Power of YET

"I don't get it."

"I can't do this."

"This doesn't work."

Take a deep breath. Go for a short stroll. Then add a "yet" to the end of your sentence:

As in:

"I don't get it... yet."

"I can't do this... yet."

"This doesn't work... yet."

It may not be easy, but it doesn't mean you're never going to meet the challenge.

8. Clarity

Eradicate distraction, distill to the essence

**I do not have
ducks.**

I do not have a row.

**I have squirrels,
and they're at a
rave.**

We found, instead, that they first got the right people on the bus, the wrong people off the bus, and the right people in the right seats. And then they figured out where to drive it.

Get Outdoors



REDEFINING LIFE OUTDOORS **Plan**



I'M NOT JUDGED BY THE THICKNESS OF MY WALLET.



BE

TRANSROCKIES RUN
A six-day stage race for two-person teams.

HIT THE SLOPES

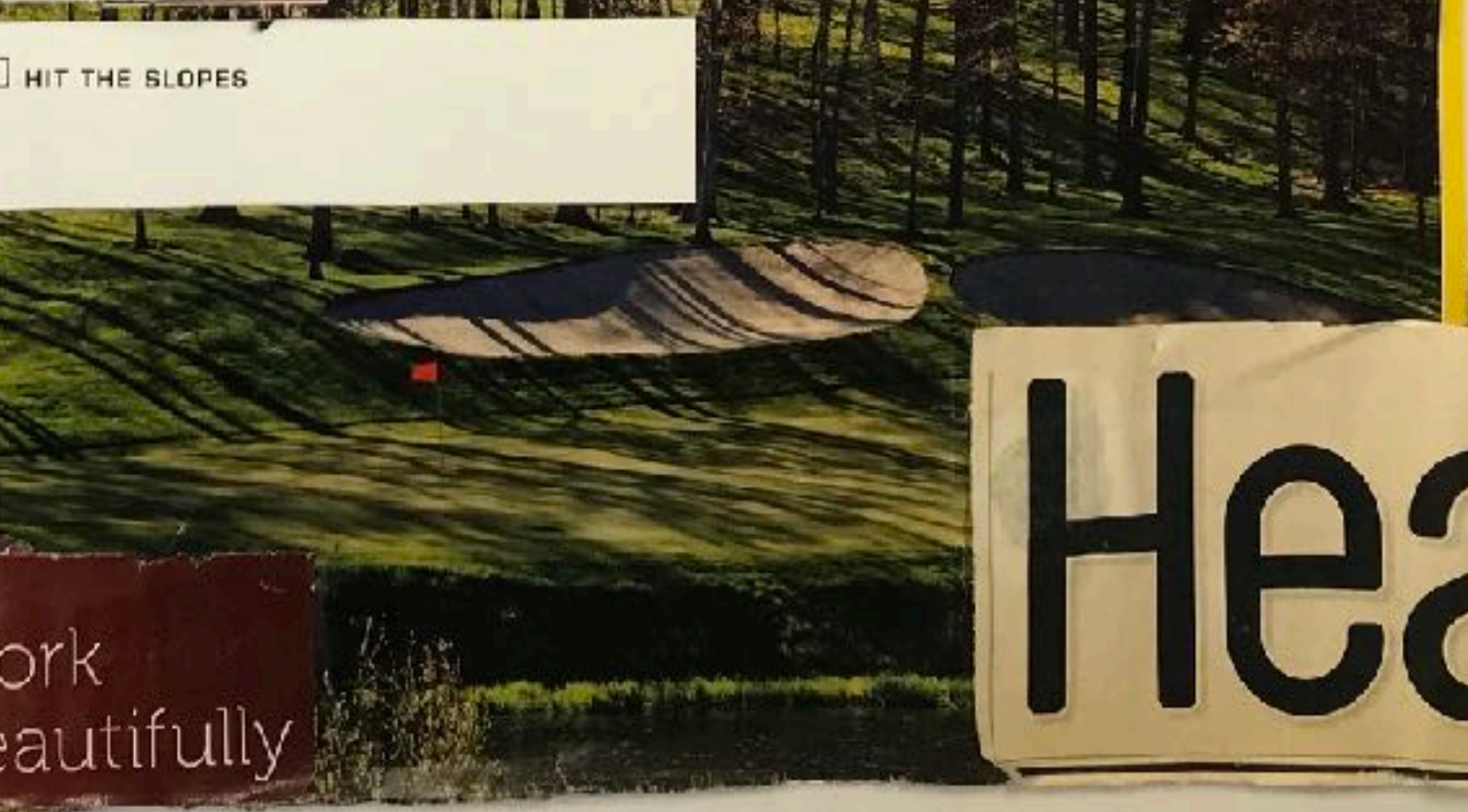


don't
STRESS

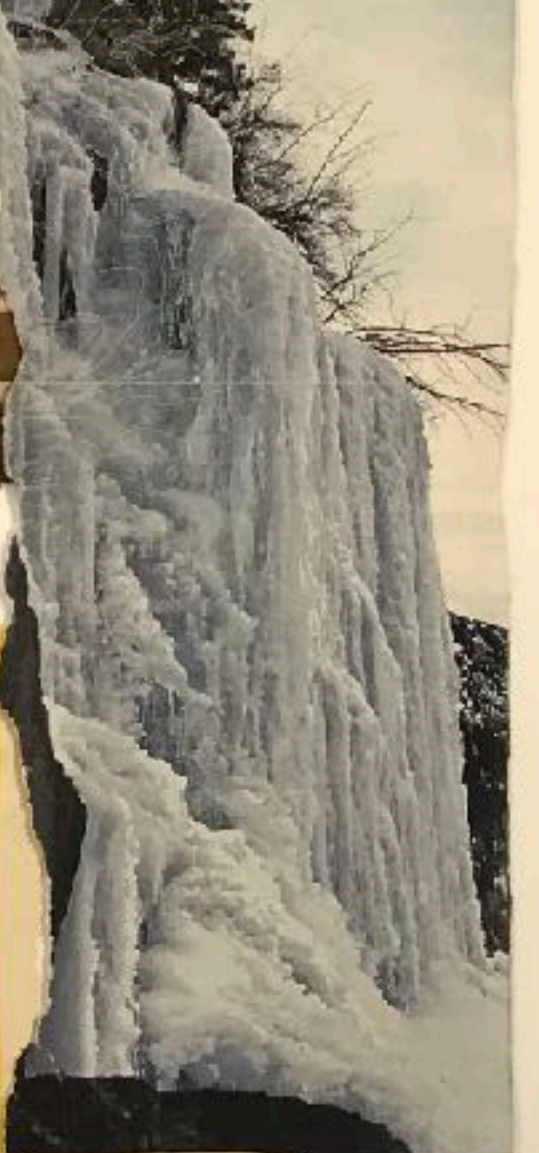
...but its negative effects are not



Work Beautifully



Health



9. Mindset

Personality, positivity, communication, open

The Formula for Change...

$$(D \times V) + F > R$$

(Dissatisfaction x Vision)

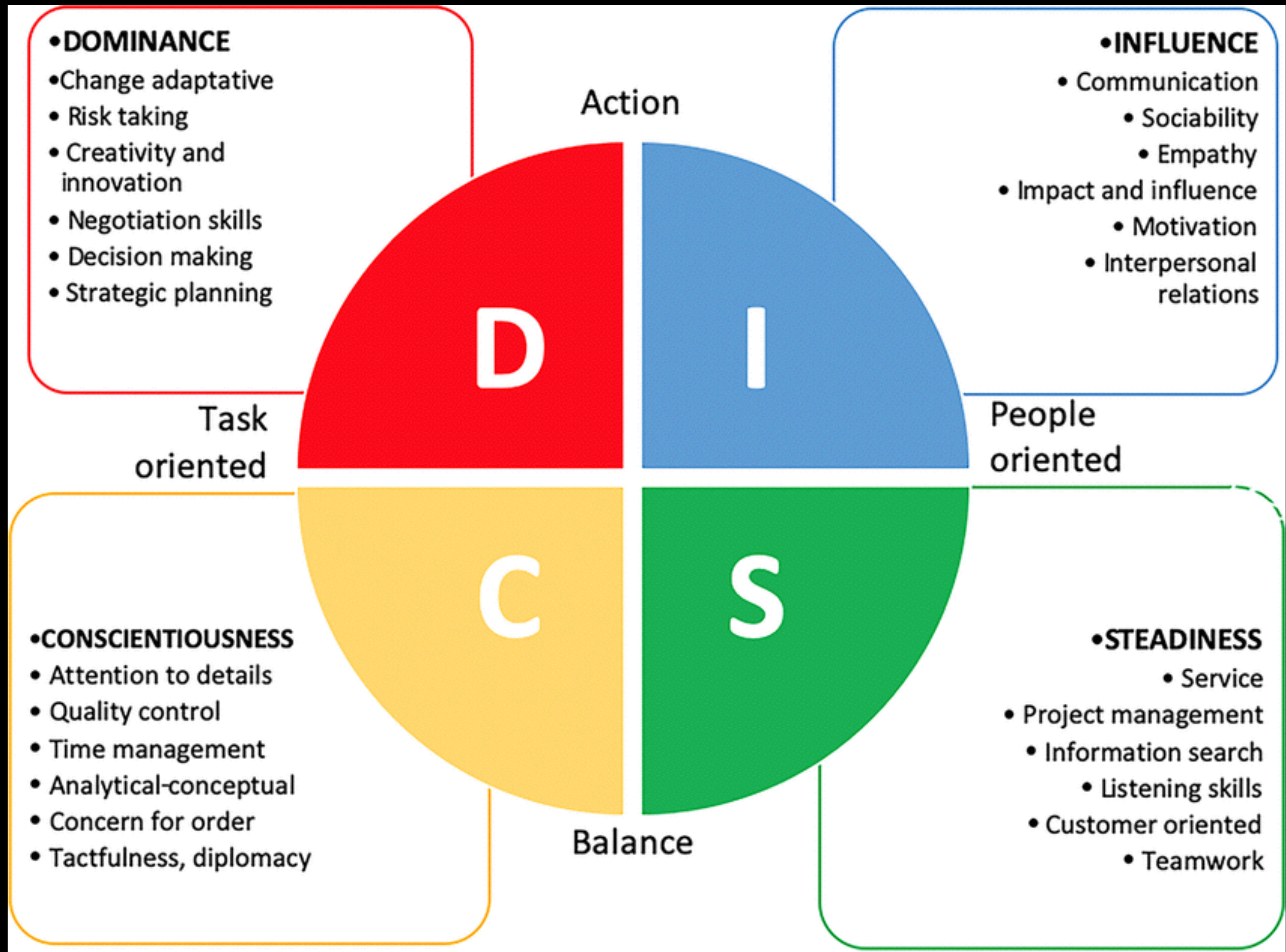
+ First Steps > Resistance to Change



BE BOLD,
PUSH YOURSELF,
AND GET COMFORTABLE BEING
uncomfortable.

—ANGIE GELS—

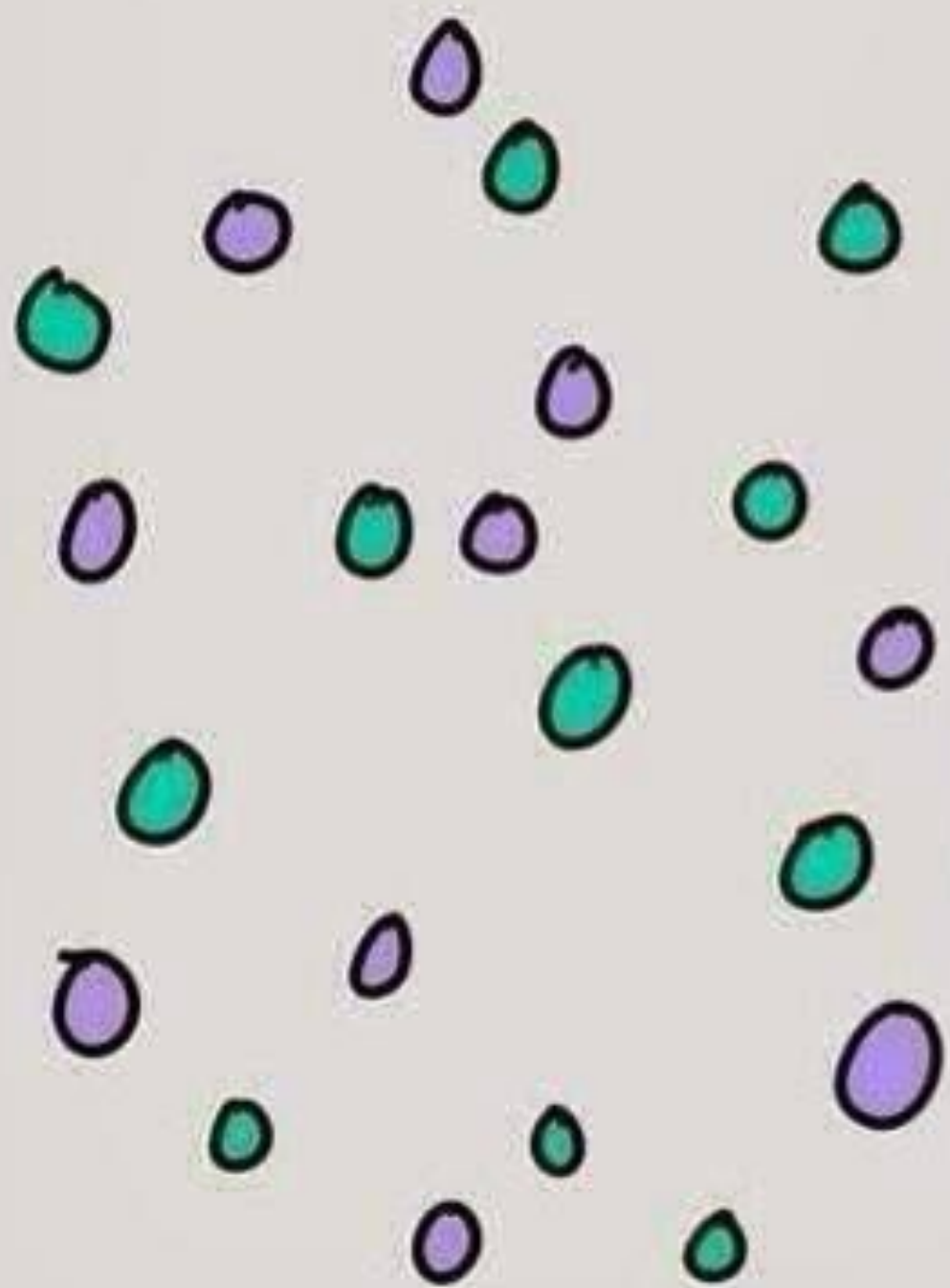
BELEADERLY.COM



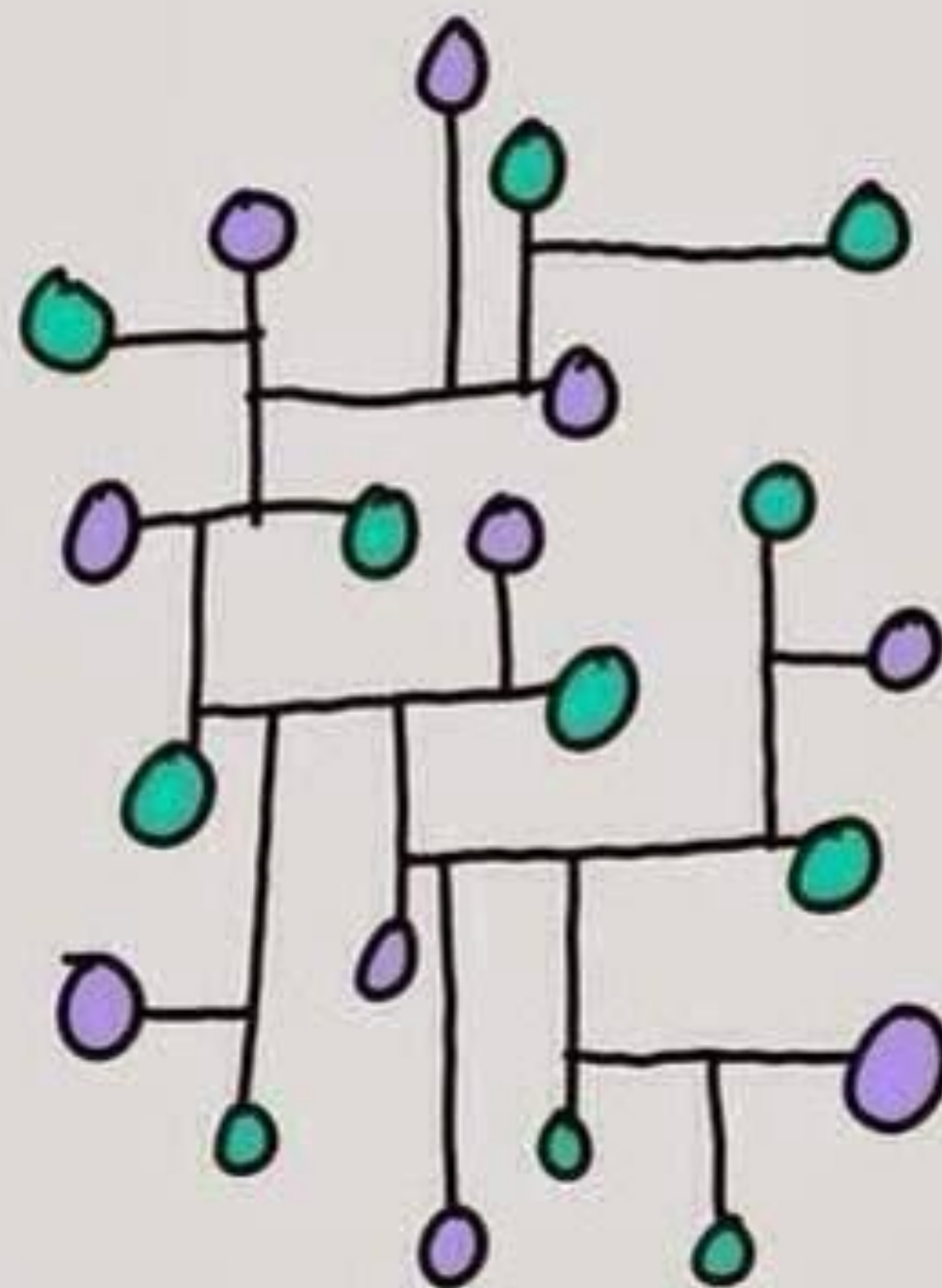
10. Write it down

Trends, reality, clear picture, encouragement

information:



knowledge:



@gapingvoid

“

An idiot with
a plan can
beat a genius
without a
plan.

WARREN BUFFETT



Final Thoughts

To ponder.



The two most important days in
your life are the day you are born
and the day you find out why.

Mark Twain

**“PEOPLE WILL FORGET
WHAT YOU SAID,
PEOPLE WILL FORGET
WHAT YOU DID,
BUT PEOPLE WILL
NEVER FORGET
HOW YOU
MADE THEM FEEL.”**

MAYA ANGELOU

Whatever you are
not **changing** you are
choosing.
Read that again.



“One life.

Just one.

Why aren't we running

like we are on fire

towards our

wildest dreams?”

Thank you

Robert Firth
Coach and Mentor