

## Different coaching styles

### Study text

#### Wiki

“Main styles for coaching”



10 minutes  
to read

#### Introduction

The creation of a coaching culture in the workplace is one of the hottest topics nowadays. Companies are very keen on the idea to create an environment where optimal performance is possible. This is particularly important when speaking for a VET student doing its practice in the workplace environment. There are many types of coaching in the workplace that are different and this enables coach to be adaptable in different conditions. In any case, coaches dealing with young VET students should take into account the different conditions and circumstances and apply the different coaching methods accordingly. It is recognized that the most successful coaches are those that can adapt their style to the needs of their team, employees, or company culture is the most effective method to achieve success.

#### Definition

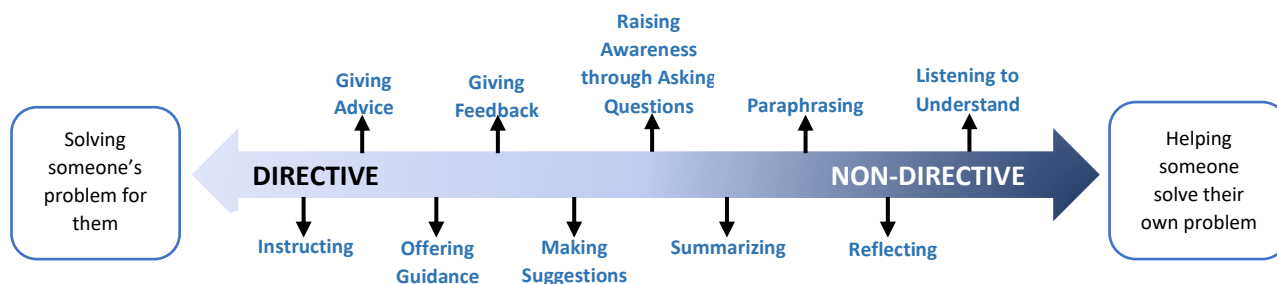
##### What is coaching?

Coaching is characterized as a category of a learning experience for an individual or group of people who wish to reach a specific personal or professional target.

##### What is a coaching style?

A coaching style includes the method someone guides a person or a group of people in accomplish a task or make a decision. This unique strategy can specialize in a certain style or differentiated in a few different ones that they can adapt according to the conditions or to the VET students characteristics. The aim is to support and guide individuals or a group of people to reach their full potential in the working environment.

There are different approaches that coaches use to inspire, support and improve their coaches. The grading is depended on the level the coach simply directs the coachee or invests more time to listen and understand their needs and help, as illustrated in the Scheme 1.



**Scheme 1. Levels on the directive or non-directive style of coaching.**

### Main coaching styles

Every coach is unique but the most common coaching styles are grouped in different systems and categories. There are several classifications that can be found in the available resources; this depends on the situation and the professional domain. In this section are presented key coaching styles with characteristics maybe suitable to VET students. However this list is not exhaustive but indicative, the coaches' practical experience can reveal additional characteristics that a successful coach should have in coaching VET students. Some of the coaching styles include:

**Authoritarian coaching:** This coaching style has the characteristics that the coach makes all the decisions for the coachee, having its mutual understanding from the individual being coached. The coachees are following instructions, are learning discipline, following directions from their coach, setting goals and working on achieving the results of their targets. The coachee is following directions, is defining goals and then works on how to achieve them to produce the desired outcome.

**Democratic coaching:** This method adopts the same broad principles of democracy, and it is also called participatory coaching. It takes into account the personality, interests, concerns and decision of the coachee in the workplace and gives the individual or the team freedom and accountability, with the coach stepping in only when needed to keep the process going. Individuals receiving this type of coaching can often improve their decision-making and communication skills. Despite the fact the participation of the coachee (VET student) in this coaching style is important; coaches get to make the final call. The team develop more autonomy and responsibility while the coach is involved only when necessary. This type of coaching may require more time to conclude to results because it explores all options of a solution, the outputs include improved teamwork and better decision-making process.

**Holistic coaching:** This style of coaching is considered the most popular in management. This coaching style strategy considers the whole personality of the coachee; since it recognizes the interconnectedness of several areas in this process. This approach adopts the concept that the employee, in our case the VET student, is a personality constitute from different components that should be respected. As a result, the employee feel more connected to the workplace if they understand their role in the team as a part of a larger scope and thus create impact. This style offers practical advices on facing problems, such as stress management and relaxation strategies and focuses to potential work-related

parameters causing stress and bad habits that limit performance. This approach may not bring immediate results and some emotional issues may arise. The benefits are that this style includes enhanced wellbeing, improved productivity, better recognition, and increased self-awareness.

**Laissez-Faire coaching:** This coaching style is based on the aspect that the coachee can accomplish objectives with minimal instructions. This coaching style provides so much independence that many often call it an ineffective 'zero leadership' approach. However, the application determines the effectiveness of this style. The lack of direction and leadership may consider as a failure to take responsibility in all aspects of the coaching relationship. An open-minded approach may notice the flexibility of behaviour according to the conditions and adjust the coaching style as required. Using this approach, abilities like self-management, self-confidence, and autonomy are developed.

**Vision coaching:** Vision coaching is about having the coach explain to their individuals what they're supposed to focus on during their session. While the coach gives explicit directions, they encourage them to achieve their goals and do their best. This style encourages and enables the trainees to accomplish goals by providing defined goals and tactics. This technique incorporates components of feedback, reflection, and dialogue to encourage and impact team members. In cases where it is required quick results in high-stress or overwhelming circumstances, this strategy may effectively provide teams with a comprehensive plan to handle specific projects.

### Basic principles for successful coaching

Despite the coaching style category, the basic principles of that the most suitable coaching style in a specific situation should have the following principles:

- 1. Create mutual trust:** The coach and the VET student must establish a relationship based on mutual trust. The coachee (VET student) will have more faith in you if they see that you are open and honest with them and care about their success.
- 2. List the goals and objectives:**  
Before approaching your coachee (VET student), decide before what are the expectation from them to achieve. Coaching may either improve an existing process or teach a new one. Whatever the case may be, stay focused on the end goal.
- 3. Define an effective schedule to achieve your goals:**  
A good communication should be maintained in line before, during, and after coaching. It is possible some students will need more training on a particular subject than others. The motivation of the VET students is always necessary.
- 4. Remember that each employee/coachee (VET student) is unique**  
The VET students bring different skill sets and personality characteristics to the workplace; as beginners require plenty of clarification, guidance, and information. It is important to devote time to the team member. A good coach understands that individuals go through different phases and is willing to adapt their approach accordingly.
- 5. Avoid criticism**  
One of the coaching feedback approaches to avoid is criticism; this approach does not help them learn from their errors. On the contrary, the coaches should focus on

helping the VET students develop a sense of self-awareness. High-quality coaching can help build an excellent workplace learning culture.

6. **Motivate your coachees (VET students)** the encouragement of the VET students. Each person in each category needs different forms of motivation and empowerment. The motivation can transform the beginners as a team members start contributing actively with higher productivity.

### Golden rules of coaching

1. Confidentiality and trust is the basis of coaching
2. The solutions involve the coachee (VET students)
3. There is an agreed goal to achieve, although there is no judgment or fixed agenda
4. The objective of coaching addressing to the person as a whole
5. The coach and the coachee are equal partners.
6. Coaching looks to the future and next actions.

### References

<https://teambuilding.com/blog/coaching-styles>

<https://www.indeed.com/career-advice/career-development/coaching-style>

<https://www.thinkific.com/blog/how-to-improve-your-coaching-skills/>

<https://coachfoundation.com/blog/types-of-coaching-styles/#what-are-coaching-techniques><https://www.mindtools.com/abnccgdd/how-good-are-your-coaching-skills>