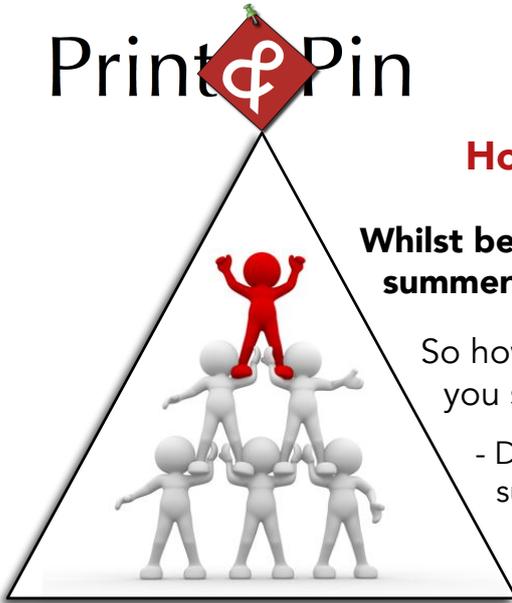


How Do You Support Your Colleagues?

Whilst benefitting from longer days and warmer weather, the summer term is often the busiest and most pressurised.

So how do your team relationships cope with this, and how do you support one another?

- Do you know the signs that tell you your colleagues need support?
- What is their body language / tone of voice like when they're struggling?



Support for your colleagues can come in the form of different roles you can play ...

The Coaching Role

If you've had training in coaching skills, this will put you in an ideal position to support colleagues.

With your great listening and questioning skills, you'll be able to help them identify internal and external resources to help them solve problems or achieve work-related targets.

The time and space you given them to think and reflect will be highly valuable.

The Challenger Role

This is where you question their motives, or challenge their actions ... from a positive perspective.

You help them explore their situation in more depth, and ask questions to help them see things from another person's point of view (or from a different angle).

Plus, you are able to take their thinking to a new level and help them work out a suitable problem-solving strategy.



The Cheerleader Role

This is when you 'big up' your colleagues, when they're feeling low. You believe in them, and are great at encouraging them!

You'll be good at picking them up following a setback, and might do this by reminding them of previous successes they've had, or encouraging them to look for the positives in the situation.



The Confidant Role

Here you show how trustworthy you are! You're great at listening and helping people offload.

You usually have a calm approach, which can help them to become more relaxed and see things from a more objective perspective.

Similar to the 'Coach' role, you're good at keeping your conversations confidential and giving colleagues time and space to talk through their issues.

**So which role(s) do you play?
And which would you like to play more often?**

New Coaching Skills for Schools Course

Starting Autumn 2014 ... This 4 day practical course will give participants the skills to coach others to manage issues positively and confidently, & achieve targets more quickly.

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