

Accountable psychological safety prevails



People feel safe and are willing to take interpersonal risks

Coaching is a mindset, not a meeting



A belief that coaching is a continual conversation

Coaching impacts performance



By changing behaviour, and developing people

Vulnerability from the CEO down



People are willing to say 'there are things I can learn'

Feedback is seen as a gift



People ask for, and welcome, feedback

Curiosity is a habit



People suspend judgement and assume positive intent

12 signs you have a great coaching culture

The framework is secondary



Yes, tools help, but genuine authentic conversations are just as important

People praise progress



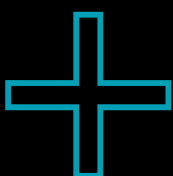
Small wins are acknowledged and encouraged

Positive critique crushes fault finding



People focus on the positives and celebrate success

Positive challenge is welcomed



The conversations that are needed, happen

People are willing to unlearn



People embrace self-curiosity and are willing to commit to self-betterment

Coaches sharpen the saw



Coaches take time out to deepen their coaching craft