



## Four Critical Components to Gaining Commitment

### Intro

Because Coaching is a cooperative exercise between two individuals, it is impossible to make forward progress in someone's life w/o their full commitment to the process. You can ensure that successful coaching is more likely to take place if you lay the ground-work for success by managing four critical components. These four components will determine whether or not the person you are coaching is even going to be *committed* to coaching success.

(These are adapted from Coaching for Commitment, by Dennis C. Kinlaw.)

Four Critical Components people need to become fully committed to coaching success:

1. \_\_\_\_\_ about core values & performance goals
2. \_\_\_\_\_ over what they do
3. \_\_\_\_\_ to do what is expected of them
4. ' \_\_\_\_\_ for performance. What you do matters to people, and they both appreciate you and hold you accountable.

1. \_\_\_\_\_

Definition: Clarity means that you can state in your own words exactly what you believe and \_\_\_\_\_, and what \_\_\_\_\_ you want to achieve.

Examples:

- ❖ You can state your personal or professional \_\_\_\_\_ in a single sentence.
- ❖ You can state your annual/monthly/coaching \_\_\_\_\_ in a set of quick bullet points.



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- ❖ You can easily decide what is \_\_\_\_\_ part of your mission.

#### Implementation:

- ❖ Write out your \_\_\_\_\_ statement in a single sentence.
- ❖ Work through your annual/monthly/coaching goals on a \_\_\_\_\_ basis.
- ❖ Reduce your focus to just the bare essentials for success.

2. \_\_\_\_\_

Definition: Control means that \_\_\_\_\_ are the master of your own success or failure.

#### Examples:

- ❖ You can select most, if not all, of your \_\_\_\_\_.
- ❖ You can decide your \_\_\_\_\_.
- ❖ Even if you have a boss overseeing the project, you can choose the primary \_\_\_\_\_ to accomplish your stated \_\_\_\_\_.

#### Implementation:

- ❖ Write your goals every month & attach \_\_\_\_\_ to each goal.
- ❖ Decide what is most important to you and work on that \_\_\_\_\_ until completion.
- ❖ Brainstorm multiple \_\_\_\_\_ to achieve your goal.



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3. \_\_\_\_\_

Definition: Competence means that you have the necessary personal \_\_\_\_\_ and \_\_\_\_\_ to execute your behavior according to the plan.

Examples:

- ❖ You are \_\_\_\_\_ & motivated.
- ❖ You can manage your \_\_\_\_\_ effectively.
- ❖ You have the \_\_\_\_\_ you need.
- ❖ You have the necessary \_\_\_\_\_ \_\_\_\_\_ to succeed in your industry or area of focus.

Implementation:

- ❖ Identify if you are weak in \_\_\_\_\_ areas & develop a growth plan.
- ❖ \_\_\_\_\_ needed skills by reading, seminars, personal coaching.
- ❖ \_\_\_\_\_ with people who can help you grow.
- ❖ \_\_\_\_\_ time-wasters and eliminate them.

4. ' \_\_\_\_\_

Definition: 'Countability relates to both \_\_\_\_\_ & \_\_\_\_\_, in that people appreciate you when you succeed, and hold you accountable when you do not achieve your goals.



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### Examples:

- ❖ People affirm you for reaching your \_\_\_\_\_.
- ❖ People encourage you through \_\_\_\_\_.
- ❖ People help you to overcome \_\_\_\_\_.

### Implementation:

- ❖ Find a \_\_\_\_\_ partner or peer, and connect regularly.
- ❖ Share your \_\_\_\_\_ with your coaching partner.
- ❖ Identify specific \_\_\_\_\_ that must be overcome.

### Example of all 4 components in action:

Someone in either a work or church environment wants to identify, recruit, and train additional managers or leaders for a project. Problem: a project needs to be completed, and there are not enough competent individuals to make it happen successfully.

Clarity - calls for the purpose of the project to be written out, and specific non-negotiable values in terms of how it will be accomplished are clarified. In our example, before anybody can be added to the project team, you must be able to express the goal of the project in a single sentence, since that is what any potential recruits will want to know.

Control - the goals of the project need to be written, and then lined up in a chronological priority. Specific means to accomplish the project are discussed and selected. In our example, you will not know who to recruit for a project until you know what are the goals of the project. That will determine the skill sets for which you are looking in people.

Competence - if the project requires the ability to recruit and manage a team, you will need to know how to speak to people's interests, and not your own. You will need to know how to develop team unity and on-going



Four Critical Components to *Gaining Commitment* loyalty to one another. You will need to have enough professional expertise in your job to inspire the confidence of team members.

'Countability - if the project is meaningful, then the organization will be either helped or hindered by your success or failure; what you are doing will matter. You will need to put systems in place to affirm and hold accountable team members on the project. You will need to identify 'mile markers' along the road to success to provide feedback to the team.

When the task of recruiting new people for the project is done, they will know exactly what they are trying to do; which means and methods are acceptable according to organizational values, and which are not; they will know the key objectives and be able to select the best means to achieve those objectives; they will know the skills they must have to succeed; and they will expect to be affirmed for success, or held accountable for failure.