



Welcome

As a coach, your role is pivotal in guiding your clients to select their Accountability Circle evaluators and establish a robust OBTG (One Big Thing Goal) with measurable Start and Stop behaviors. Below, you'll find valuable tips on how to effectively support your clients throughout this process, ensuring a seamless experience for both parties.

Materials

Ensure your clients have access to two essential documents—the [Accountability Circle Leader Guide](#) and the [Accountability Circle Evaluator Guide](#). These guides serve as constant references, providing valuable insights to enhance their development journey.



Supporting your Client

As a coach for your leader, you will want to ensure you work with them to finalize their Leadership Development plan and keep it alive during the coaching process:

- Facilitate the creation of a Pulse-able, meaningful and relevant OBTG.
- Assist the client in articulating the significance of their chosen goal and why it matters to them.
- Identify Pulse-able Start and Stop behaviors that will yield the most substantial improvement toward the OBTG.
- Regularly work with them on experiments, approaches and facilitate meaningful conversations for what is working and not working.

Assisting your Client and their Accountability Circle

- Enabling your client to have a face-to-face conversation with their accountability members takes courage - help them to establish this as a new beginning in how they illicit support and deepen relationships.
- Foster openness and receptivity to feedback, even if it's challenging—it ultimately aids in goal achievement.
- Provide coaching and tips to encourage a collaborative partnership.
- Refocus as needed to keep the process on track.
- Promptly remind your client and evaluators about upcoming Pulse surveys.



Follow-Up

- Regularly coach your client to solidify gains in progress and to course correct when they are noticing set-backs.
- Use the pulse reports and make sure your client understands how to move forward to make progress.
- Inquire about communication with evaluators, emphasizing the importance of real-time feedback.
- Assess how their commitment has evolved over time.
- Encourage your client to engage in face-to-face conversations with their Accountability Circle evaluators, emphasizing the impact of a collaborative approach.
- Serve as a safe space for development and learning.
- Reinforce the importance of fostering a culture of leadership development.

By using these guidelines, you can enhance your role as a coach and contribute to the success of your clients on their Pulse journey.