

## Coaching styles and their effectiveness in the workplace

Coaching styles vary from person to person and is widely dependent on individual personalities. However, some aspects of coaching need to be learned in order to ensure that the learner is able to fully understand and grasp the concepts. It is a very difficult skill and is often the deciding factor for the highest level of perfection in a task (Castillo et al., 2014).

Despite the wide variety of available options for styles of coaching, there are very few that have been tried and tested over the years to give the best possible results. Of the authoritative and collaborative types of coaching styles, collaboration has proven to work best in achieving maximum benefits for the company as well as its employees. It is a win-win situation especially in the management scenario as both the leaders and the employees have an equal say in the process and its outcomes (Zenger and Stinnett, 2010).

The amiable style of coaching is the most feasible to create a friendly and productive work environment, especially in the sales field. It ensures a very low level of assertiveness and a high level of responsiveness. The consideration and support of amiable coaches are highly appreciated among the subordinates and they are highly skilled in building rapport and inspiring trust (Proteus International, 2006).

## References

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