

# 8 STANCES OF AGILE COACHING

Best used when there is a lack of clear or understood guardrails for self-organisation, to establish a reference model for consistency. It requires experience to know which one is most likely to suit a specific context.

Work "beside" them, not "at" them.

Useful when there is a lack of consistency of process, practice, knowledge and understanding.

Best used to build ethical leadership that will start to promote psychological safety.

Useful when there is no consensus for collaborative outcomes. Helps achieve and promote focus.

Best used when there is a lack of "growth mindset" with potential problems in focus, goal setting, and holding self accountable. **Requires permission: Coaching Contract with the client AND Coaching Agreement with the team/individual.**

Treats dysfunction. Be mindful of ethical behaviour and escalation paths to other professionals. **Requires permission.**

Useful when there is a lack of formal plans on organisational design, including governance on the nature and purpose of the change.

