

# Coaching Styles Explained

It's time to learn what business coaching is all about but take note it's impossible to be an expert in a short span of time. Many executive coaches hone their skills through years of intensive practice and learning. Coaches like Steven Chen have made it their life's work to mentor top and middle management executives so they can be more effective leaders. Coaches like Steven, have an incredible portfolio and body of work that make them very effective in what they do. If you're interested in improving your leadership skills, it's important to know your personal leadership style.

## Why It Is Important To Know Your Personal Style To Improve As A Leader

Executive coaches are experts in cutting through the haze and determining your personal coaching style. In this sense, as a leader or manager of a group of people, your leader style determines your success as a leader. The good news is that a professional business coach can help you become a better leader by making essential changes in your leadership style. Each style has its pros and cons and when you work with the right business coach, you can strengthen skills and enhance your innate leadership. Some common leadership styles are the Hero, Bully, Rebel, Pessimist, Hit and Miss, and the Performance Crazy leader. To help you determine your personal leadership style, we'll now discuss each one:

### The Hero Leader

This type of leader is truly admired by everyone on his team. Are you the hero type? If so, you typically inspire others and share in problem solving. In essence, you aren't afraid to get your hands dirty. One of the problems these types of leaders face is that all that hands-on action may burn them out quickly. Fortunately an executive coach can mentor you on how to regroup. He will have the keys to remind you never be too tough on yourself. Your business coach will also help you recognize nonverbal clues among team members and how to use those clues to maximize your team's talents.

### The Performance Crazy Leader

This type of leader is generally self-engrossed and only interested in self-promotion. He pushes his clients to perform so he looks good. On the other hand, he is extremely hardworking and smart but has a difficult time seeing "the

other side of the team”. To him only output matters and he bases his team’s success on improvement of metrics like retention, increased revenues, etc. With the right business coach, this performance crazy leader will learn to tame his basic instinct to always try and outshine everyone else all the time. He will learn to care about the entire team and how to channel his self-promotion into effective team strategies.

### **The Bully Leader**

Using intimidation is the basic principle of this leadership style and it does not work with everyone. In more than 50% of companies, the bully leader tries to motivate through intimidation. Most believe that this leadership style borders on boorish and ala-Hitler. With this leadership style, workers under this leader often feel angry, hurt, disgruntled and unsatisfied. The working environment is often very negative and under his employ, employees and co-managers will quickly turn angry and resentful. The employee who responds best to this type of style is one who needs a swift kick in the pants and likes forceful interactions. This leader badly needs the executive coach to bring him back to reality and understand that bullying never works, especially in the workforce where it can cause more harm than good.

### **The Rebel Leader**

This is the type of leader that causes problems within an organization because he would rather “do it his way or no way.” This method is often very anti-establishment which over time can be tiresome and create issues within the organization. A good business coach can show this type of leader how to harness his energy so it is directed towards the right fight – which would be for the good of the organization. Instead of being closed-minded and relying on intimidation, a professional business coach will show this leader how to get what he wants through compromise. He will tame this leader’s war zone mentality and teach him not to see the worst in every situation but instead inspire others with his brilliant insights. Although this approach can work, it often backfires unless professional executive coaching help is sought to tame it down.

### **The Hit and Miss Leader**

This type of leader often succeeds in one project and then fails miserably with others. He typically needs approval from a superior. If this is your leadership style, it’s imperative that an executive business coach trains you so the level of

excellence stays balanced and consistent. The hit and miss leader tends to use a very emotional style so team members never really know what each day at work will bring. He often borders on seeing the worst in everyone and everything but with the right coach, he may switch styles to be more performance oriented and positive. He learns to balance constructive criticism with praise while staying calm and focused. An executive coach can help him create a more positive environment where he and his team can and will excel.

In conclusion, there are many leadership styles and although some may work for some individuals, they often don't work for everyone within an organization. When choosing an executive coach, it is very important that you work closely with him so that he can help you determine your personal leadership style. Once you do, the two of you can make the necessary changes towards finally reaching your full potential and enjoying the kind of success you've always envisioned for yourself as a leader.