

Coaching Process	Their Needs	How will you adjust? What do you need to prepare?	Where you will be challenged, taking your style into consideration?
First meeting. Introduction to coaching.	Get a general idea of the process. Result-oriented. Will be asking questions, not digging into the nuances. Will want to start soon.		
Establishing Trust and Safety	Needs to understand a measurable outcome and see results. Action-oriented. Fast-paced process. May need to think out loud.		
Listening and Questioning	Needs enough space to think or verbalise, but not too much, keeping the pace. Would appreciate a sparing partner and a challenger.		

DIRECTOR

Coaching Process	Their Needs	How will you adjust? What do you need to prepare?	Where you will be challenged, taking your style into consideration?
Setting Goals	Concrete, specific, measurable with a plan (but not too detailed) of how to move forward.		
Digging into Reality and creating Options	Specific, realistic, pragmatic, fast, resources-oriented, actionable.		
Action steps	Clear, precise, showing the outcome.		

ARTIST

Coaching Process	Their Needs	How will you adjust? What do you need to prepare?	Where you will be challenged, taking your style into consideration?
First meeting. Introduction to coaching.	Needs to feel connection. Would be happy to share their story (preferably the whole life). Interested in creating relationships.		
Establishing Trust and Safety	Would enjoy some fun and humour. Will need a lot of space. Needs to talk. Might appreciate using metaphors. Gestures.		
Listening and Questioning	Needs to feel seen and listened to. Visionary and visual (more often than not)		

ARTIST

Coaching Process	Their Needs	How will you adjust? What do you need to prepare?	Where you will be challenged, taking your style into consideration?
Setting Goals	General ideas, connected to values and feelings. Imagining the outcome more than been specific.		
Digging into Reality and creating Options	Creative. Having fun and going out of the comfort zone. Enjoying the process. Playfulness.		
Action steps	Needs someone to keep them accountable. Flexible dead-lines.		

FRIEND

Coaching Process	Their Needs	How will you adjust? What do you need to prepare?	Where you will be challenged, taking your style into consideration?
First meeting. Introduction to coaching.	Needs to feel connection. Might not need to share much but will be happy to listen. Will be willing to adapt to the schedule.		
Establishing Trust and Safety	Takes time, not rushing. Will prioritise connection and going into the depth than achieving results.		
Listening and Questioning	Will appreciate deep, thought-provoking questions, time to reflect.		

FRIEND

Coaching Process	Their Needs	How will you adjust? What do you need to prepare?	Where you will be challenged, taking your style into consideration?
Setting Goals	Might need some direction and support in understanding their needs, aligning goals with their values.		
Digging into Reality and creating Options	Time to reflect, consider interests of others and impact on others.		
Action steps	Might need to have an accountability partner.		

ANALYST

Coaching Process	Their Needs	How will you adjust? What do you need to prepare?	Where you will be challenged, taking your style into consideration?
First meeting. Introduction to coaching.	Will need detailed information, clear process, and measurable outcomes, wont be giving much of information.		
Establishing Trust and Safety	Details, logical and structured approach, rules. Takes time.		
Listening and Questioning	Thinks more than speaks. Will need short, precise questions.		

ANALYST

Coaching Process	Their Needs	How will you adjust? What do you need to prepare?	Where you will be challenged, taking your style into consideration?
Setting Goals	Measurable, concrete, clear, detailed.		
Digging into Reality and creating Options	Will need help to summarise their thinking and create a helicopter view.		
Action steps	Thought through, practical, structured.		