

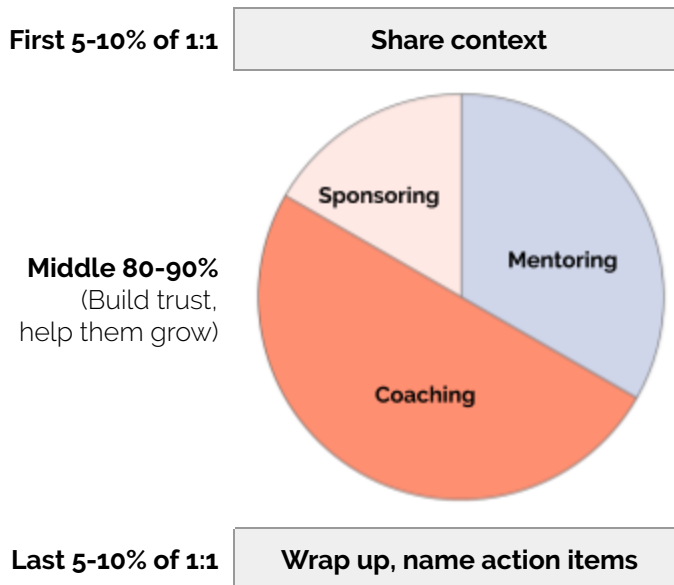
Holding Balanced 1:1s

To build trust and help your direct report grow, what is the right blend of **mentoring**, **coaching**, and **sponsoring**?

Mentoring: giving advice based on your experience; hands-on problem solving. Great for people who are new to their role or the company.

Coaching: asking open questions and offering reflections to help the other person explore the topic more deeply and find their own answers. Ideal when you're helping someone grow to the next level.

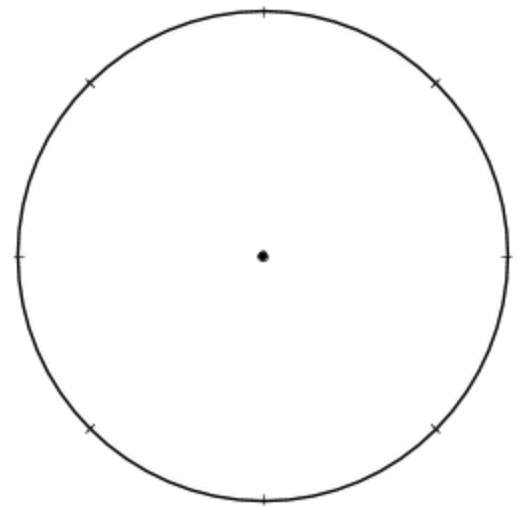
Sponsoring: creating and giving the other person leadership and growth opportunities. Be on the lookout for emerging leaders in your midst who would benefit from stretch projects and visibility.



Example 1:1 game plan for a teammate who has taken on a big new leadership opportunity

Instructions:

Pick two different people (different responsibilities, different tenure, different levels of seniority, etc.) and game plan your next 1:1 with them.

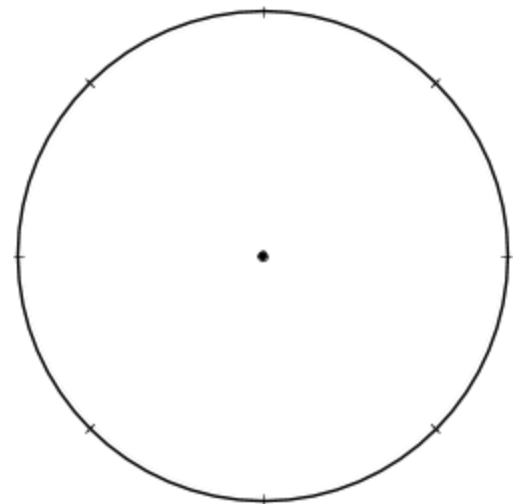


Person:

Mentor them on:

Coach them on:

Sponsor them for:



Person:

Mentor them on:

Coach them on:

Sponsor them for: