

## 360 FEEDBACK COACHING PRINCIPLES

The fundamental 360 feedback coaching principles and coaching approach remain the same as for any other coaching relationship and can be summarised as:

- **Coachee centred** - Recognising that personal change comes from ownership and it is therefore the coachee who sets the agenda, makes decisions, takes responsibility for and drives the outcomes.
- **Belief in the coachee's potential** - Believing that the coachee has great growth / development potential and belief in their ability to solve their own difficult challenges. Recognising that it is the role of the coach to facilitate that self discovery and decision making process.
- **Build and sustain a powerful coaching relationship** - Building a non-judgemental relationship based on trust, respect, openness and confidentiality that allows honest, constructive challenging and genuine support.
- **Encourage self awareness and self belief** - Asking the hard, insightful and challenging questions that raise personal awareness and an ability to support the coachee to build self confidence and belief in their own potential and ability.
- **Performance and results focused** - Working on the real issues and the tough stuff that results in performance focused action, leading to positive change that benefits both the individual and their organisation.

Lumus360 offer train the [line manager as 360 coach training](#).

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