

THE LANGUAGE DEVELOPMENT PARTNERSHIP

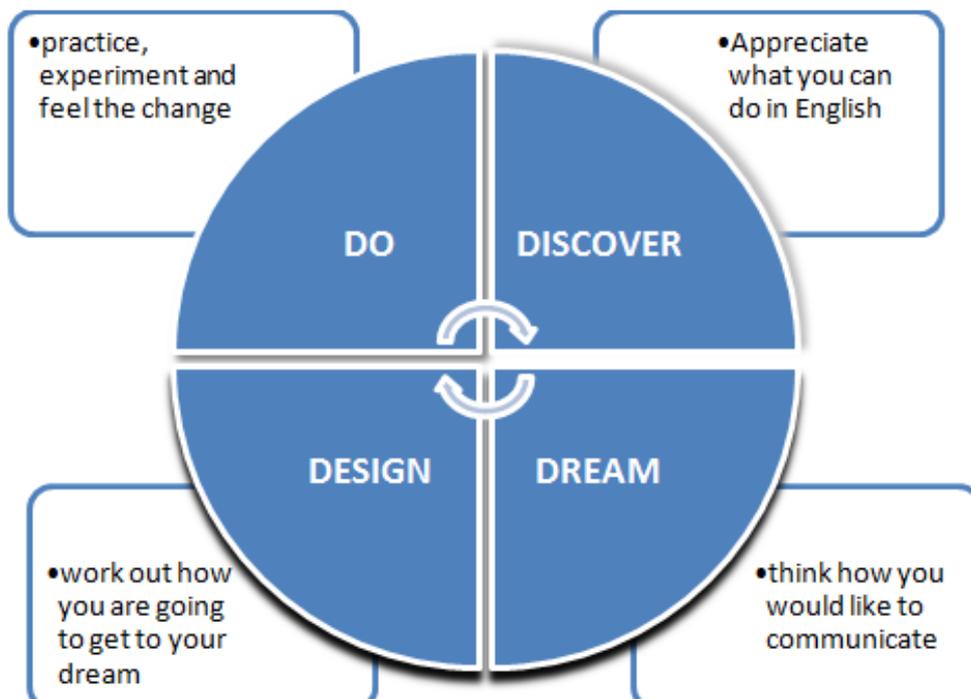
PERFORMANCE COACHING FOR BUSINESS AND EDUCATION

Identify how you can make positive changes

Let us start by identifying what you CAN do and what your strengths are. You need to be honest with yourself at this point. Remember that what you think about yourself and your abilities will reflect on how confident you feel. So, when you think of yourself as an English speaker what WORDS come into your mind?

Write these words down so they can help you in applying the 4D model.

The 4D¹ model will help you identify what you can and where you want to be.



¹ The 4D model is taken from the research of David Cooperrider and Suresh Srivastva regarding 'Appreciative Inquiry'

Ask yourself some questions – you may want to pick a particular area to work on, e.g. chairing meetings, giving a presentation, negotiating with customers.

1. DISCOVER
Think about a time or times when you really felt good using the English you have. Identify where it was and the feeling you had. Make a note of this.
2. DREAM
Although you felt good then, think about how you would like to do this even better. What would it look like and can you imagine yourself doing it.
3. DESIGN
What can you put in place to get there? Have you seen how any of your colleagues have made changes? Coaching techniques can help you at this stage.
4. DO
Practice the changes you have made. Don't be afraid to experiment and make further changes. You can always go back to question 1 and start again or work on a different theme.

Reference

Cooperider, D. & Whitney D. *A Positive Revolution in Change: Appreciative Inquiry*, The Taos Institute accessible at: <http://www.taosinstitute.net/>
[Last accessed May 2011]