



PERFORMANCE REVIEW

Some questions to ask yourself before you coach

Have I a good sense of where this rep is performing/underperforming

Have they a clear understanding of excellent/satisfactory/underperforming

Have I given frequent interim feedback, so they can improve?

Has the salesperson been given time to prepare their own review?

Have I given them an agenda of the areas/cases the review will focus on?

Have I set aside enough time to give them a fair and adequate hearing?

Is their performance indicative of how well I have led them?

What is the root cause of this behavior?

Is this an issue which has the potential to cause toxicity in the team?



Is this salesperson facing challenges that I cannot help with?

Is this a matter that coaching can address or is this person on the way out?

How can I leverage our time together to help change perspective?

Coaching Questions to ask your team

Describe to me how this quarter has gone.

How can I create better conditions for you to succeed?

What have been some of the highlights of this past quarter?

How will you rate your performance against that of your team?

Which relationships would you most like to develop?

What will it take to overcome your current challenge(s)?

What do you feel is holding you back the most? What would you do differently if you had the power?

Which area/skill do you want to improve this quarter?

What is the effect of your performance on your team?

Which of these goals are you going to prioritize and why?