Coach and Develop Others: 
Reflect on Your Talent Conversations

A talent conversation isn’t an activity you can just set aside afterward. To get the most from it and to make future conversations even more developmental, reflect on your behaviors and tendencies during coaching or developmental conversations.

- What do I need to know about myself in order to be effective during the talent conversation?
- Do I talk more than I listen?
- Do I offer solutions, or do I guide others to develop their own solutions?

Now think about how you will help others celebrate small wins and manage setbacks in their development.

- Do I wait to give positive feedback only when the actual goals are achieved?
- Do I provide genuine praise for small wins?
- Do I help people learn to handle setbacks, or do I prescribe solutions?