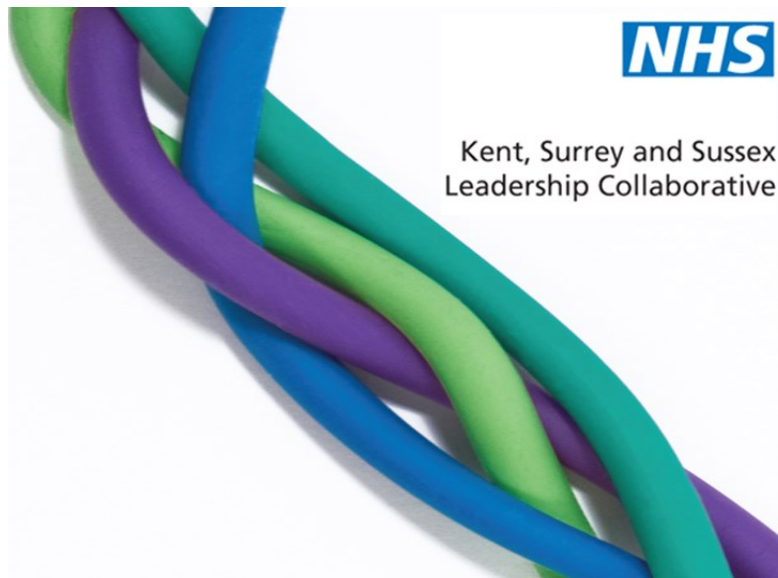


Coachee Criteria



Who can apply to register as a Coachee? To receive coaching, prospective coaches must fulfil the criteria below:

Criteria	Yes/No
Normally be working at Band 7 or above (exceptionally, staff in band 6 may be considered for the scheme if there are special circumstances, e.g. if they are from an under-represented group or if they are in a career development post)	
Be able to provide evidence that coaching has been agreed as part of your PDP with their line manager's approval and be happy for the endorsing manager to be involved in evaluating the impact of the coaching	
Have some managerial or leadership element to your role	
Be serious about managing your own development	
Be committed to the coaching relationship, making time and space to attend at all contracted sessions, ensuring all the follow up actions agreed are undertaken	
Be willing to provide evaluative feedback post coaching	

Contracting

It is expected that every coaching relationship will be underpinned by a coaching contract. This is agreed between the coach and the coachee and covers all aspects of the relationship. It is important to set and agree ground rules as part of this contract so that there is no confusion about how the coaching relationship is going to be managed. The coaching relationship should be treated with courtesy and respect, and confidentiality honoured at all times.

Frequency of meetings

There is no set frequency for meetings. This should be agreed as part of the contract negotiation. Initial coach support will always be provided through a face to face meeting, though subsequent support may be offered either face to face, telephone, virtual platform or e mail conversations.

<https://coachingandmentoring.kssleadership.nhs.uk/>