

IT'S NEVER TOO LATE FOR IMPROVEMENT

When you were at school did you find, as I did, that one of the least useful criticisms a teacher could offer was 'could do better' written at the end of your work. It was hardly a helpful remark because it told you nothing other than the teacher didn't like your work very much and wasn't sufficiently inspired to offer suggestions on how you could actually do better.

As adults we are entitled to receive constructive comments about our work or overall performance, but no matter how constructive these comments might be, in the real world of business, I believe everyone could do better!

Coaching in business should be offered to empower you to do better and also to show you how you can do better. Learning how to do better is not an easy task. As children we are more open to having our personalities guided and our performances prodded and improved than we are as adults. By the time we reach adulthood our experiences of life combined with our genetic heritage leave most of us feeling that our personalities are fully formed and that we're not really open to making changes in our attitude or behaviour.

You hear the consequences of this all the time. "I am what I am" people say; "Take me or leave me", they often proclaim; "It's too late for me to change" is another comment made by people who feel it is too late to change.

The problem is people who make these types of proclamations do not, I believe, perform to the top of their potential. They might do well, perhaps even very well, but you can be sure they could do even better. If they are going to do better two basic factors need to feature within their attitude towards their performance.

- **Willingness to Change**

Fortunately this is a diminishing obstacle in today's business world. Coaching is maturing as a concept and people are getting used to the idea that coaching is not just a remedial intervention for people who aren't doing well, but a means of helping people who are already doing well to do even better.

- **Willingness to find out what you need to do in order to change**

The truth is whatever level of performance we reach there is always going to be some improvement available to us.

Steve Sarva