## Coaching Scenario

You are ready to start developing your options with your employee. Review the summary and draft some options that you gather form your employee.

**Summary:**

You are talking with your employee about improving their written communication skills. Their written communication tends to be too long and it lacks focus. Here are some points your employee makes during your coaching session.

* They like to read books
* They admire how well a specific co-worker writes
* They do not like classroom settings
* They seem to be okay with online learning programs

From this information, use the BIG worksheet to develop a couple of options. Remember to weigh the pros and cons and any other factors that may help or hinder these options—good Luck.