"One thing you might "This is what I need you to consider is...." do specifically." **Focused** "Speak to this person for on skills, "Here is the correct advice." processes, technique." and "In my experience, doing "I think your performance Information it that way can either...." was good." Aim is to help **Tailored Tailored** to role's to individual's needs needs "You know your objective...how do you see yourself achieving it?"

Developmental

"What techniques have worked well for you before?"

"How do you feel about your performance?"

Language