

Leader as Coach:

21 Phrases that Your Employees Need to Hear

By the team at HRAnswers.org

Study after [study](#) has confirmed that successful, long term workplace relationships are built on a firm foundation of regular positive communication and support. Great leaders are supportive, encouraging and express their gratitude. They also offer to help and accept responsibility when things don't go as expected. With this in mind, we're sharing our 21 most powerful phrases that leaders should be using when coaching their team members:

1. I'm so glad to hear from you!
2. I have been looking forward to seeing you/speaking with you today.
3. I was just thinking about you.
4. I always feel so [productive] when we work together.
5. [Use Person's Name], I'd love to hear your thoughts on [this].
6. [Use Person's Name], you're an expert in [this]. Would you be able to share a few ideas with the group/team?
7. I really admire the way you handled [that].
8. That's a great idea, and let me tell you why ...
9. Where did you learn to do that?
10. I am confident you know exactly what to do.
11. Give it a try! I've seen your work and I believe in you.
12. I am here to support you.
13. What is one thing that I can do to help you today?
14. I love the way you responded to [adversity there] [that challenge]!
15. I appreciate the positive attitude that you consistently bring to the team!
16. You've made a major difference on our team. I'm so glad you joined us.
17. I can tell that was hard work for you. Way to stick it out!
18. You listened, you practiced and you improved. Nice work!
19. Thank you for lending a hand with [this project]. I honestly couldn't have done it without you.
20. You are one of the most reliable team members I have. Thank you [Use Person's Name].
21. That was my fault. Can we try again?



Would you like to unlock hidden potential, boost team members' engagement with one another, realize an increase in productivity and watch retention skyrocket? Then your leaders must be effective coaches!

For additional support and resources for building a winning culture of coaching within your organization, contact your HR consultant, *Niki Ramirez*, at (602-) 715-1300 or nramirez@HRAnswers.org