

TRIMETRIX SPARK™ LEADERSHIP COACHING GUIDE*

Build High-Commitment, Low-Drama Teams

*Estimated Time to Use This Process: 15–20 minute coaching conversation

Why Use TriMetrix for Leadership Coaching?

TriMetrix gives leaders a powerful advantage when coaching employees. Instead of guessing how to help someone grow, TriMetrix reveals three critical drivers of performance:

Behavior (DISC)	How someone communicates and approaches work.
Motivators (Drivers)	What energizes them and what drains them.
Personal Skills (Acumen)	How they think, feel, make decisions, solve problems, and lead.

Great coaching starts with understanding how someone works, what drives them, and how they think.

The goal is not to label people. The goal is to help individuals **use their natural strengths while intentionally strengthening the capabilities required for their role.**

This approach supports what we call a **Wake Up Eager Workforce and Life** — people who understand their strengths, align their work with what drives them, and grow intentionally thrive in their role and life.

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Start with the SPARK™ Role-Alignment Principle

Before coaching an individual, start with the **role**. Every role has attributes that drive superior performance. These are defined in the **SPARK™ Hiring Template**.

This Hiring Template identifies the **Superior Performance Attributes (SPAs)** required for success.

<u>SPARK™ ATTRIBUTE TYPE</u>	<u>WHAT IT REPRESENTS</u>
Personal Skills	Thinking, Achieving, Relating Skills Needed for Mastery.
Motivators	Energy Source That Fuels Performance 5 Days a Week.
Behaviors	Communication Style Needed in the Role 5 Days a Week.

Effective coaching helps employees **develop toward these attributes over time**. When leaders coach with the role in mind, development becomes focused and meaningful.



The SPARK™ Coaching Process

Use this simple framework when coaching with the TriMetrix Assessment.

Step 1 Start with the Role (Leader Preparation)

Review the SPARK™ Hiring Template for this Role here:
www.pricelessprofessional.com/fulcrum

Ask yourself:

- What capabilities drive success in this role?
- What thinking skills matter most?
- What motivators fuel long-term engagement?
- What behavior style works best with our team and clients?

This becomes your **coaching roadmap**.

Step 2 Share the TriMetrix Coaching Report and this Employee Prework:

Provide the employee with their TriMetrix Coaching Report and these [TriMetrix Reminders](#) on how to review their results.

Encourage them to:

- Read the report fully
- Highlight insights that resonate
- Identify strengths that support the role
- Identify areas they want to strengthen

Employees can use the self-paced debrief and development tools here:
www.pricelessprofessional.com/myassessment

Coaching Conversation: Align Strengths with the Role*

Now compare the employee's natural style with the role's SPARK attributes.

The goal is not evaluation.

The goal is alignment and development.

Discuss questions like:

- Where do your natural strengths align well with this role?
- What parts of the role energize you most?
- Where do you feel stretched or challenged?
- Which capabilities would most improve your impact?

This conversation builds self-awareness and ownership.

***Leader Tip:**

Use this [SPARK™ Coaching Conversation Script](#) during your meeting. This one-page guide provides a simple structure for discussing the role, reviewing TriMetrix insights, and agreeing on development actions.

Strengthening Key Attributes

Focus development on one or two attributes at a time.

Leaders can direct employees to **TriMetrix University Learning Bites** to deepen their understanding of specific attributes. www.pricelessprofessional.com/learningbites

These short resources provide:

- simple explanations
- practical development ideas
- coaching insights

Small improvements in the right attributes can significantly improve performance.

Sample Coaching Check-In

Strengths We Are Leveraging

-
-
-

Notes:

Capabilities We Are Strengthening

-
-

Notes:

Motivator Alignment

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What part of your role is fueling your energy right now?

Where might adjustments help?

90-Day Development Focus

-
-
-
-

Leader Support

How can I best support your success?

Next Scheduled Check-In Date is _____.



Coaching Questions That Drive Growth

Strong coaching questions help employees think more clearly about their work and development. Use questions such as:

Awareness

- Where do you feel most effective in your role right now?
- Which strengths are helping you succeed most?

Alignment

- Where do your natural strengths align best with this role?

Development

- What capability would most improve your impact this quarter?

Ownership

- What support would help you strengthen this area?

Helpful TriMetrix Development Resources

Self-Paced Debrief & Development Tools Guided resources to help employees understand their Assessment. www.pricelessprofessional.com/myassessment

TriMetrix University Learning Bites Short development resources for strengthening specific attributes. www.pricelessprofessional.com/learningbites

SPARK Hiring Templates Define the attributes required for superior performance in each role. www.pricelessprofessional.com/fulcrum



Final Thoughts

Great organizations don't just hire talented people.

They help people grow.

TriMetrix provides insight.

SPARK provides the structure.

Leadership coaching provides momentum.

Together they help create teams that Wake Up Eager to contribute every day.
