**Barriers to Coaching**

1. I don’t have time
2. I don’t know how to give feedback
3. I don’t want to scare or overwhelm a new employee
4. Coaching feels awkward
5. No one coached me, so I have no role model to emulate
6. I have too many employees to worry about
7. I didn’t set initial goals with the employee
8. The employee won’t listen to feedback
9. The employee should be able to figure things out on his/her own
10. The employee might think something is wrong with his/her performance and quit
11. The employee doesn’t ask for help
12. Performance is “almost” acceptable
13. I will feel intimidated by the employees reaction
14. The employee is motivated and doesn’t need my guidance
15. The employee gets defensive
16. The employee needs more time to learn the job
17. I get defensive when questions about specific examples of performance issues
18. My expectations are obvious, the employee should know what to do
19. Nobody coached me and I figured out my job
20. I don’t care if the employee is developed