



# Clueless: Coaching People Who Just Don't Get It

*Sandra Mashihhi Ph.D., Kenneth Nowack Ph.D.*

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**Clueless: Coaching People Who Just Don't Get It** Sandra Mashihi Ph.D., Kenneth Nowack Ph.D.

**Clueless**, a practical guide for coaching leaders and employees at all levels does a masterful job of providing a clear framework for behavior change (*Enlighten, Encourage & Engage*), relevant evidence-based coaching research and conceptual models as well as useful strategies and skill building exercises that coaches can directly use in their practice with clients. Each individual behavior stage represents a milestone for clients to transition from successful adopters to successful maintainers of new behaviors. Not only does it help coaches learn what to do, it shows them why and how to maximize and influence successful behavior change over time. While aimed at coaches, this book is also a critical how-to resource for practitioners such as trainers, managers and those involved in professional development.

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