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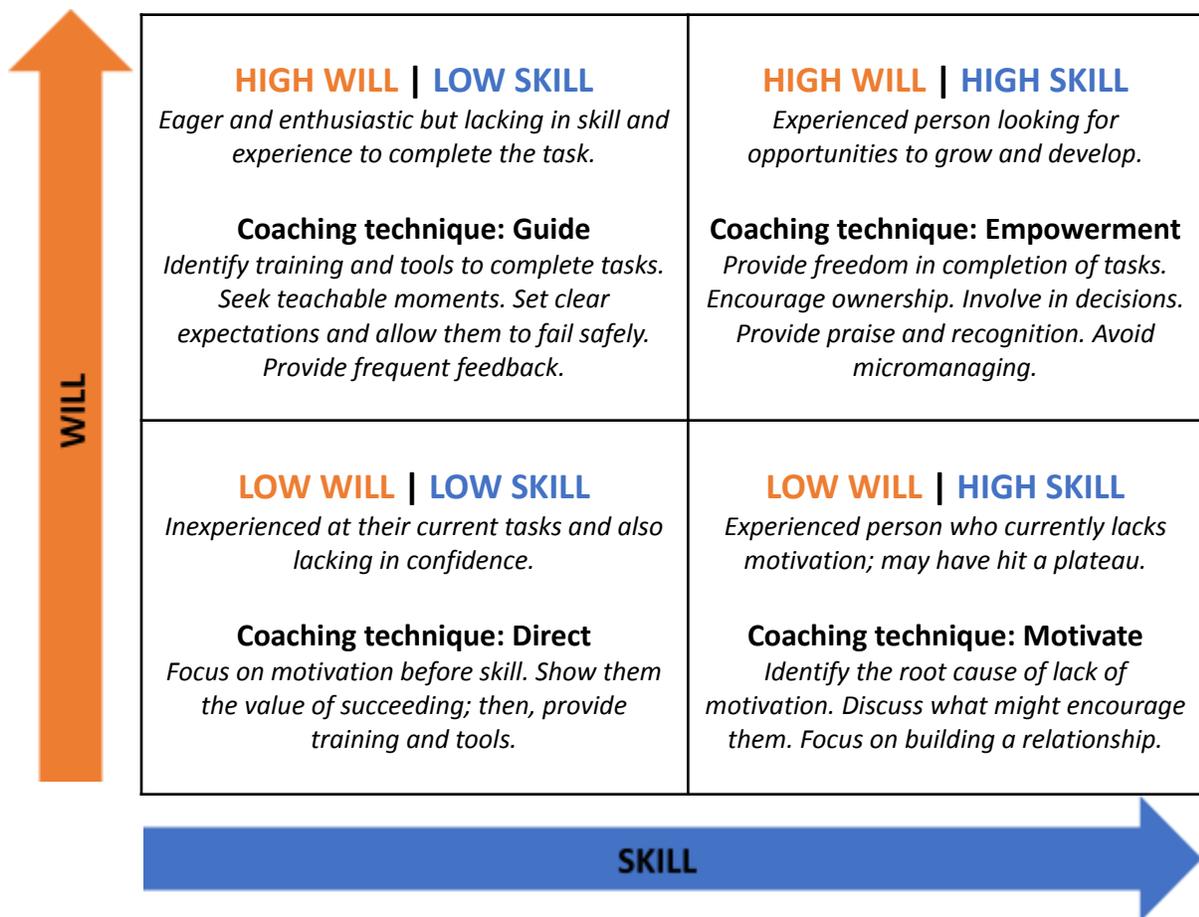
The Skill-Will Matrix

Unique coaching techniques for every relationship

No two people in your organization need the exact same type of support. Adjusting your coaching techniques based on two key factors of the individual person — their skill and their will — will help you develop each team member to their fullest potential.

SKILL vs. WILL

Use the matrix below to identify each person’s need and which style of leadership may best serve them.



WILL = Desire to complete a task; attitude, incentive, confidence and personal feelings about completion of the task.

SKILL = Capabilities based on experience, training, knowledge and natural ability.

Source: [The Peak Performance Center](#)

