

A proverb says that only foolish men learn from experience. Wise men learn from other people's experience.

Coachable people all share five distinct character traits.

The first trait is **humility**. Humility teaches that there are things we need to do that we cannot do on our own. Only humility can teach us that the most important things we need to learn require fundamental changes in our behavior and outlook.

The second trait that coachable people share is an **action bias**. A willingness to try and try again.

The third trait is **purity of purpose**. Making money or adding my mentor to my resume never crossed my mind. At the time I had no interest in business per se. I was hungry for wisdom for wisdom's sake, and I am quite certain that if my motivations had been selfish my mentor never would've made the offer he did.

The fourth trait is a **willingness to surrender control**. Even when we do find a mentor we often put him in an impossible situation. We implicitly insist that we will only give up control once we have seen results. In fact we only get results if we are willing to give up control. Unwillingness to surrender control is the single biggest reason for the lamentable fact that most authentic change is precipitated by a crisis. Ironically, the reason why most of us need a coach in the first place is to learn how to give up control.

The final trait is **faith**. The problem with life is that it must be lived forward and only understood backwards. In my own experience this is especially true when it comes to working with a coach. The benefits of change are often only obvious *after* the change has occurred.