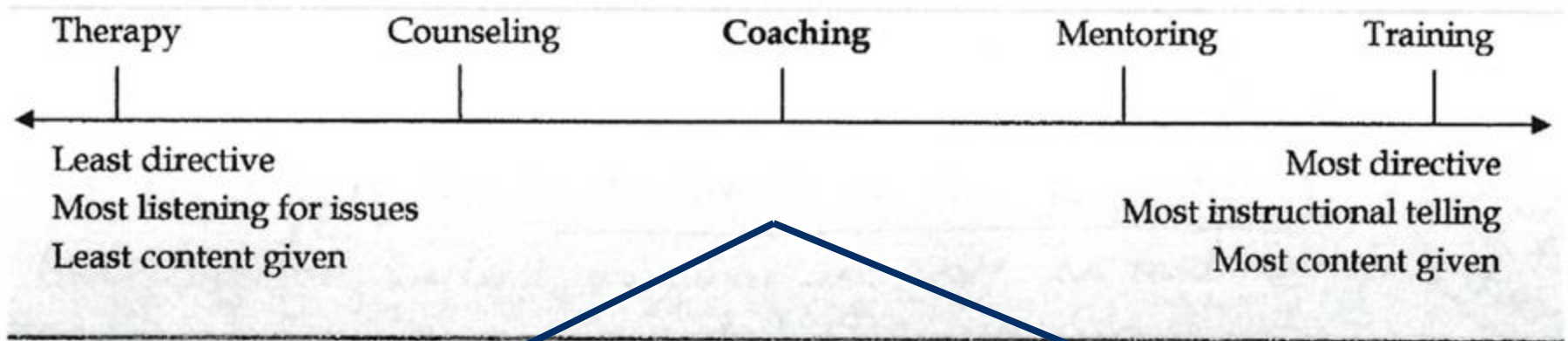


Coaching: What it is/is not

The Coaching Continuum:



Identify Opportunity for Development
Setting Goals
Creating Outcomes
Managing Personal Change

Therapy	Coaching
Purpose: to return to normal functioning.	Purpose: to move from normal to high-level functioning.
Uses a medical model to: <ul style="list-style-type: none"> ➤ assess ➤ diagnose ➤ treat 	Uses a goal-setting model with goals established by the student.
Assumption: The client is fundamentally NOT creative, resourceful, and a “whole” person.	Assumption: The client IS fundamentally creative, resourceful and a “whole” person.
Is a treatment for: <ul style="list-style-type: none"> ➤ Depression ➤ Addiction ➤ Abuse ➤ Reaction Disorders ➤ Stress Reaction ➤ Anxiety 	Is used to: <ul style="list-style-type: none"> ➤ Find balance ➤ Discover happiness/Fulfillment ➤ Reach goals ➤ Achieve productivity ➤ Move beyond baseline functioning ➤ Approach new challenges ➤ Develop personal growth

Figure adapted from LifeBound

Powerful Questions

- ✓ Listening in earnest
- ✓ Helping the coachee see where their strengths lie through the use of **Powerful Questions.**



Powerful Questions

What makes a Powerful Question?

- ✓ Open-ended
- ✓ Short
- ✓ Non-Leading
- ✓ Relevant
- ✓ Align questions to the moment
- ✓ Reflective
- ✓ One question at a time
- ✓ Withhold judgment

Listening

A coach is not to solve problems rather a coach is to be a good listener and provide a path for the coachee to walk down.

Listening Score Card

87 - 96	Excellent
77 - 86	Above Average
67 - 76	Average
57 - 66	Fair

Coaches should think "*wait*"

Why

Am

I

Talking

Listening

Level I: Surface Listening – attention is on me instead of the speaker

Level II: Intimate Listening – attention is focused on the other person. Listens with curiosity and asks questions.

Level III: Listening for the Big Picture – aware of outside influences, watching for body language.