

Coaching Skills A

philosophy, roles, process

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Coaching Philosophy

- Coaching is a process, and the coach & clients define the destination and the journey.
- Indirect versus direct methods of coaching
 - What do you think is the difference?

*. *Co-Active Coaching* by Laura Whitworth, et. al

Coaching Roles

- A coach is someone who encourages and guides another person(s) to develop competence in a role or situation.
- Coaching is a collaborative, non-judgmental relationship, or partnership.
- The coaching relationships of coach-learner or coach-client describe 2 partners who participate in the relationship, learning from each other.

Coaching Philosophy

- Choosing the decision to coach...there are many reasons a parent would want to work with you?
 - To be coached in meaningful life activities as a parent or with children.
 - To determine his or her current knowledge and strengths, and design family support structure
 - To increase skill building or
 - To increase learning opportunities to generalize skills within meaningful contexts.

Coaching Roles

- Coaches who work with parents and families have knowledge of & evidence-based practices.
- They agree to coach or guide their clients to select and promote effective strategies. And some parents just want someone to hear them.
- In coaching the role of the client or learner is eventually to be accountable for their actions and results **with the support of the coach.**

Coaching Roles

- Coaches can move the relationships to deeper levels; more meaningful actions empower learners-clients to take **small steps to new successes**.
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Coaching Roles

- Most people are afraid of change. How do you offer support now to your friends?
- Coaching gives you an alternative perspective about your roles:
 - Focuses on the client
 - Based on the clients' temperaments,
 - Utilize strengths
 - Skills to be learned
 - Design systems, structure, or steps

Coaching Roles

- Coaching focuses on the client, based on the clients' interactive temperaments, strengths and skills to be learned or systems and structures designed.
 - Determine client's personal temperament
 - Determine the temperament's strength and add to that the personal strengths the client gives you.
 - Determine whether client needs to
 - Learn new skills,
 - Establishing a routine or a system
 - Getting organized, setting a structure in place for achievement

Coaching Roles

- Determine whether client needs skills, a system, or a structure. Write out briefly an
 - Examples of skills
 - Examples of a system
 - Examples of structure
- Client's motivation may be due to their core interactive temperament.
 - **Doer is always ready**
 - **Cognitive wants to think about it and see what it looks like**
 - **Interpersonal is agreeable and will talk it through**
 - **Affective can be excited, expressive in designing strategies**

Coaching Questions To Guide the Process

- 5 coaching questions will tell you if and when your client is ready and motivated to make the changes they desire. Their motivation may be due to their core temperament, also called an interactive style.
 - Doer is always ready
 - Cognitive wants to think about it and see what it looks like before deciding
 - Interpersonal is agreeable and will talk it through
 - Affective can be excited, expressive in designing strategies or walk away if not right for them at that time. They have to “feel” it be right.

Coaching Questions To Guide the Process

- Keep these questions in mind every time you coach your clients through goal setting, actions steps, and evaluations.
 - 1. *Are you willing?***
 - 2. *Are you ready?***
 - 3. *Are you committed?***
 - 4. *Will you take action?***
 - 5. *How will you evaluate your actions?***

Coaching Process

- The coaching process can look different in context and environment, but there are essentials that comprise the coaching process
 - 1 Collaborative – we will do this together
 - 2 Performance-based – the behavior is noted
 - 3 Context Driven – what is the story?
 - 4 Reflective – what are we learning?
 - 5 Reciprocal – how are we helping?
- The *collaborative* interactions are a series of conversations focusing on the learner's desired outcomes and how to achieve those.

Coaching Process

- Each client's role and situation provides the *context* for coaching, which is supporting *performance* in the situations by gaining new strategies, skills or practice.
- What if a client comes for personal support. How to deal with a client's feelings? Attitudes?

Coaching Process

- Client determines outcomes or goals guided by you, the coach
- *Reflection* is part of the non-verbal, non-directive analysis a coach uses to help a learner think through actions by asking questions.
- *Reciprocal* means coach and learner share mutual observations about the learning and course of action.

Coaching Process

- In summary, coaching is a series of conversations, designed to elicit personal discovery about what the client knows and what he or she wants to achieve.
- Coaching focuses on improving a client's performance, conditions, actions, attitudes etc. within a specific environment.

Coaching Process

- In summary, coaching provides a positive process for
 - psychological growth,
 - implementing new strategies or practices,
 - resolving challenges,
 - building relationships,
 - personal transformation

Coaching Process

- In summary, coaching focuses on
 - the strength and knowledge the client already has, and
 - then guides the client in building new skills, competencies, or
 - attitudes in small increments to achieve goals.
- Coaching facilitates. It is personal, stretches clients, and offers a safe, supportive environment.

Discuss

- How is coaching different from the current role you play?
 - In mindset?
 - In attitude?
 - In interactions with client?
 - In conversations with client?
 - In what you help the client achieve?
 - More?