



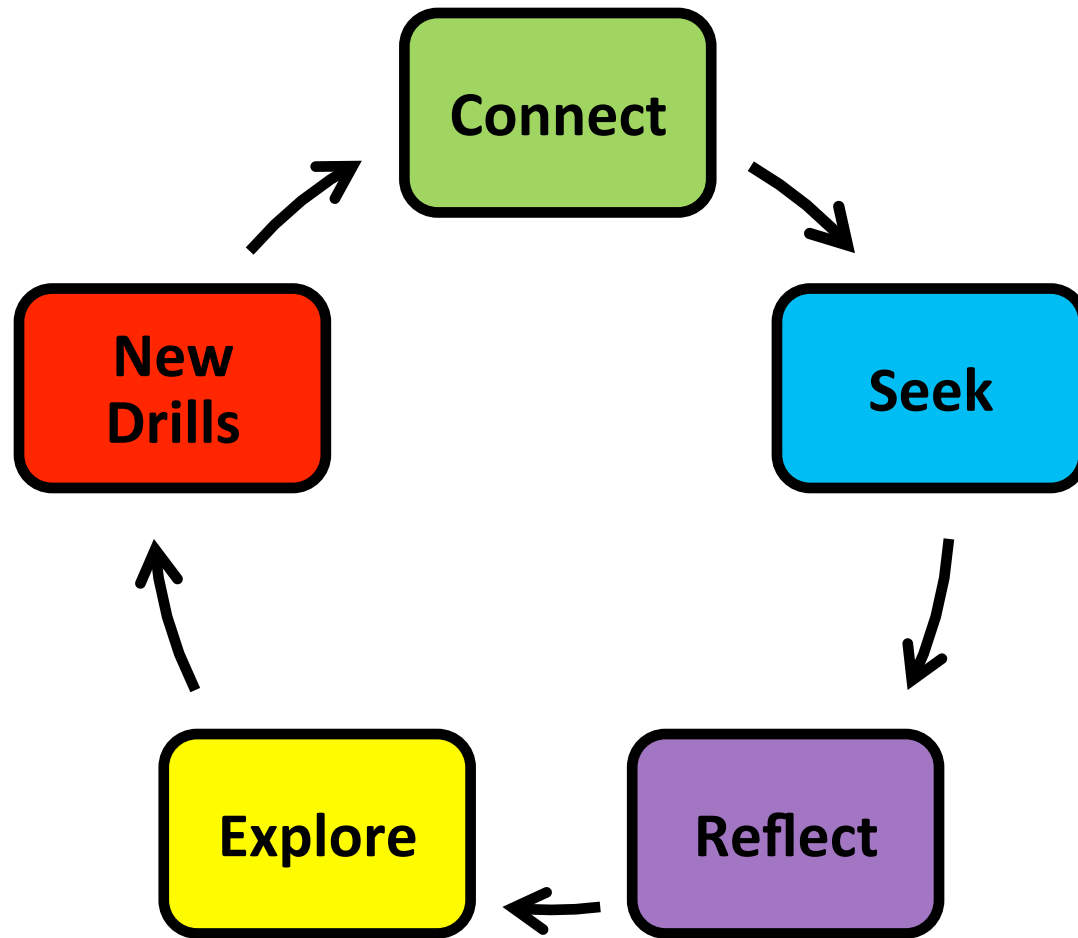
# Live Coach Webinar #1

An In-Depth Look at the Coaching Cycle

*Presented by Linn Possell, Lead Mentor Coach*

Tuesday, September 20, 2016

# Coaching Cycle - Five Steps

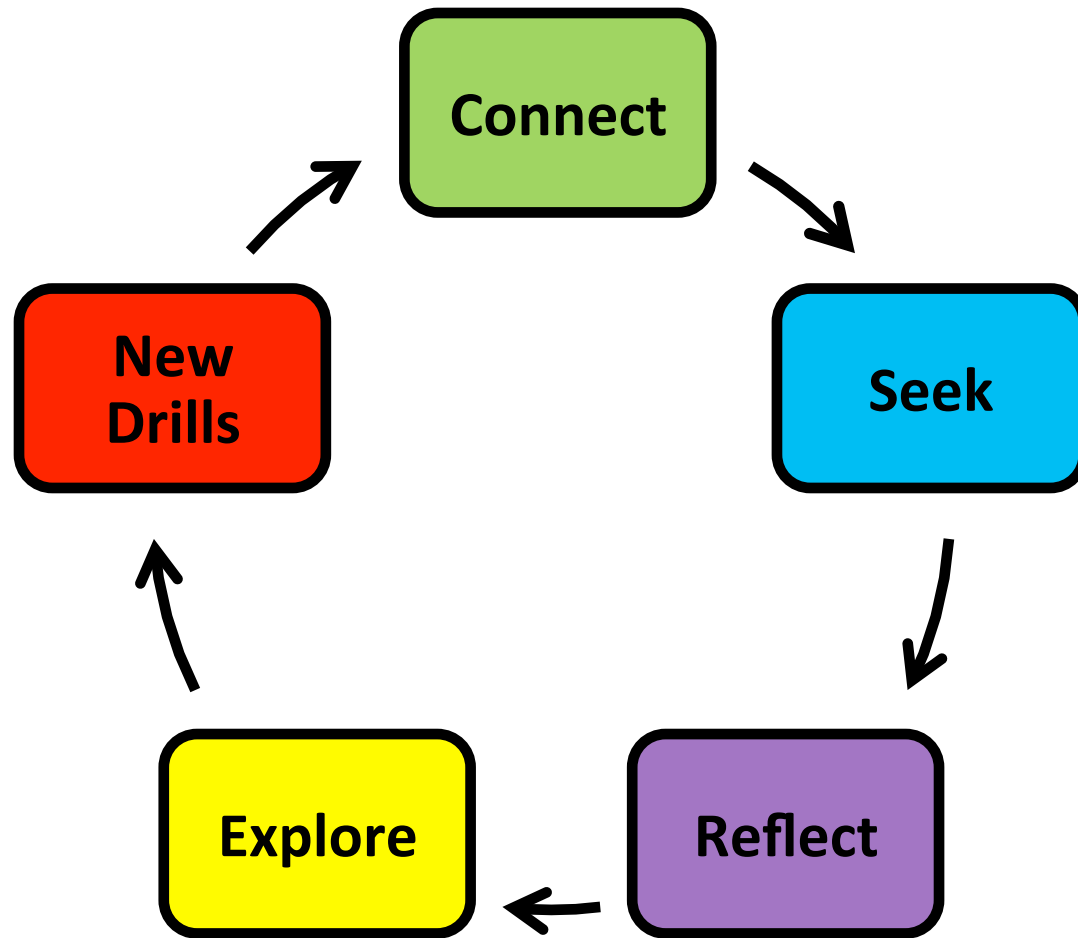


# We are asking questions to find out:

- How best to support someone
- What our learner knows
- What our learner cares about – their needs
- How our learner learns

For this to happen authentically our questions must be open and the answer is unknown to us until the learner gives us THEIR answer. This answer then lets us know what to do, ask, next.

# Coaching Cycle - Five Steps



## Connect: Use PPA as a Dynamic Assessment

- **What do you notice? What will you do?**
- **Notice what the person is looking at, talking about, doing AND not before starting the session:**
- What is your learner's response to you? Why is this their response? Has this happened before? What can you do?
- What is their body language telling you?
- What can you do or say to make a connection? Why did you chose this connection? What do you know about the person that can help you make a connection?

## Connect: PPA using Dynamic Assessment

- How much time have you given yourself for this interaction? Is this enough time? Does your energy match the situation?
- What does time mean to your learner? Can you match your time awareness to theirs or help them if they are stressed about time?
- What is their schedule for the day? Are they in a hurry to get tasks done? Is this a good time of day for their circadian rhythm?
- Are they an introvert or extrovert? Can you match your energy with theirs? Can you meet their need?

## Connect: PPA using Dynamic Assessment

- **Get permission to work on selected skills – confirm agreement**
- **Find out GEM state:**
  - What are the possibilities and abilities for this GEM?
- **Figure out the other person's agenda**
  - What is their focus?
  - What is their need?
  - Are they interested in HOW or WHY?
  - Are there barriers to their learning?
  - What can do to match the agendas?

## Seek: What happened or didn't happen – Get the BIG Picture

- **So how did it go? How do you think you did?**
- **Use the learning tools to focus the coaching session on skill and not the person:**
  - Checklists
  - Video



# Seek: What happened or didn't happen Get the BIG Picture

- **Tell me about what happened? What did you notice?**
- **What did you do? Who did what? What did happen and what didn't happen?**
- **How did it go for you? For the other person?**
- **What did you like about it, what was hard?**

## Reflect: What and Why

Reflect back their words to let the person listen to what they said and confirm this is what they meant

- **Share back some of the highlights of what you heard/saw/noticed that the person got:** let the person hear their own words and confirm that this is what they meant
- **Next, combine the person's words with a few of your own:**
  - to help that person notice what is working well
  - to identify what could be improved, expanded, or refined

## Reflect: What and Why

- **Double check with learner before moving on (what you think you got and what the support resources ID)**

## **Explore: What and Why?**

**Connect    Look for the DETAILS**

- **Help the learner identify something different to try by using information gathered in your coaching session and review of the learning tools (Cheat sheets, video, etc...)**
  - **What are two things that went well?**
  - **What is one thing you would like to try differently? Once they identify a focus, dig deeper.**

# Explore: What and Why?

Connect Look for details

- **Work with the person to help figure out:**
  - what might help and why
  - what isn't working and why
  - how change might happen, what their resources and support are for this change to happen
  - what is keeping change from happening

## **Drill: How/Apply**

- **What happens next?**
- **Which area is the next focus and why?**
- **What will the person work on?**

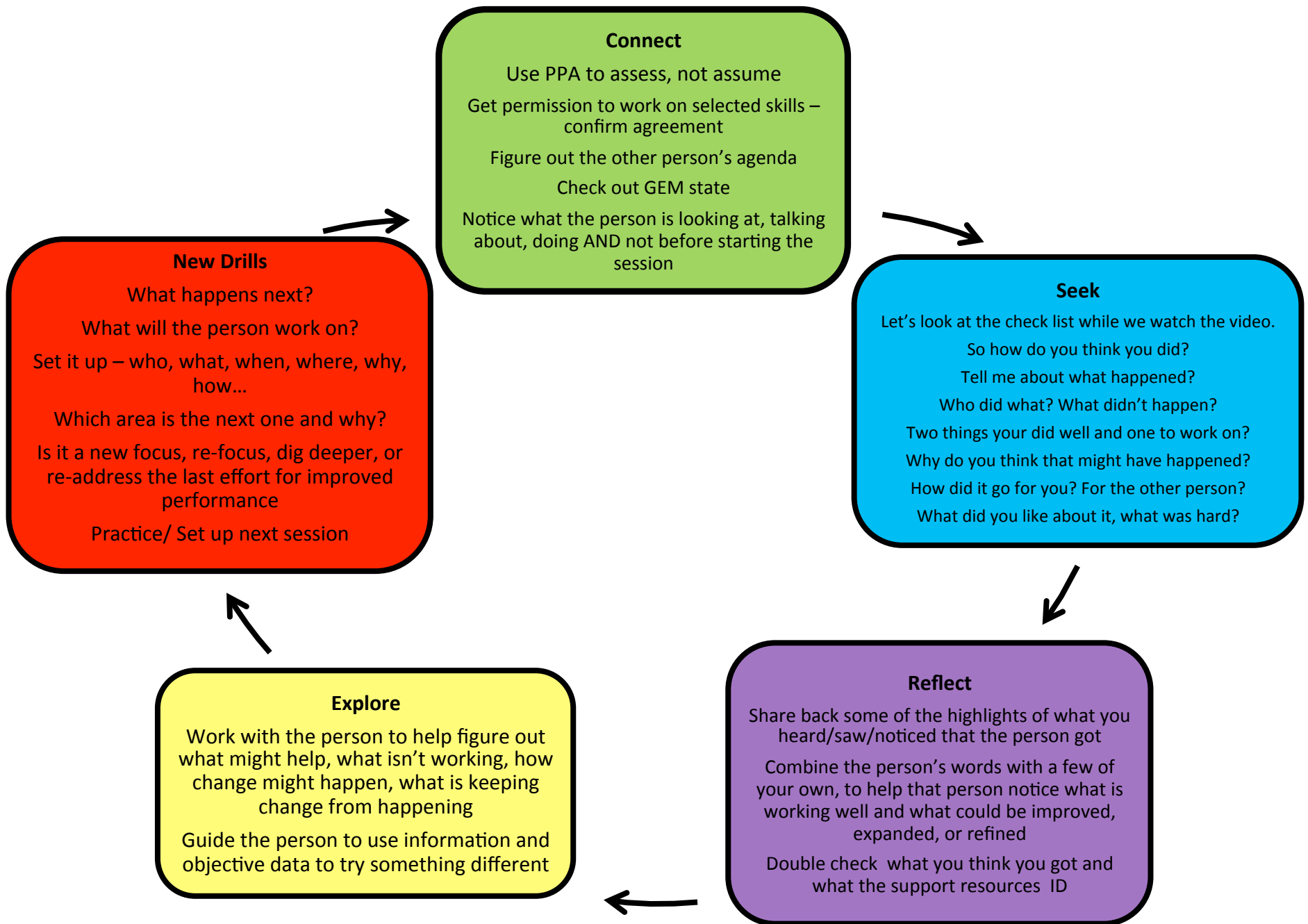
## Drill: How/Apply

- **Set it up** – what, with whom, when, where, why, how...will you practice this?
- **What is the focus?**
  - New focus
  - Re-focus
  - Dig deeper
  - Re-address the last effort for improved performance

## Drill: How/Apply

- **Once the focus and drill are identified, practice with the learner**
- **Set up the next session**





# Coaching Cycle

Five Steps to Build Skills

