

Introduction: What is Coaching?

- Coaching is coming alongside someone bringing encouragement, asking great questions, and helping promote a healthy environment for growth.
- Coaching: having a thinking partner to help uncover a future distinct from your past.
- Coaching: Partnering with someone to help them determine what the goal may be and developing a plan to get there.
- Coaching is personally coming alongside another person to encourage and help them discover the answers they have within them.
- A coach is someone who comes alongside to help others find their focus.
- The three rules of coaching: _____

Discovery Listening

“Discovering listening means listening in order to discover the other person, listening out of curiosity, listening without your own agenda. It’s based on the principle that people learn better when they discover for themselves. When we practice this skill, we move from being the expert-with-the-answers to being someone who helps others discover their own answers. With that foundation, people are able to move forward more effectively.” - Bob Logan

Discover Listening Actions:

- **Summarize periodically.**
 - Without interpreting
 - Without evaluating
- **Invite to say more.**
 - “What else?”
 - “Tell me more.”
- **Unpack fully before giving input.**

Tips:

- People learn better when they discover for themselves.
- W.A.I.T. – Why Am I Talking?

The Art of Asking Good Questions

- What makes a question powerful?
- What are some powerful questions you’ve asked or been asked?
- Exercise: think of a topic that is a bit of a challenge recently. Take a moment to reflect on the five questions below:

What’s working?	
What’s not working?	
What are you learning?	
What needs to be changed?	
What’s next?	

Tips:

- Know the difference between *closed* vs. *open* ended questions!
- How do people respond to *information gathering* vs. *curiosity*?

The 5 R’s of Coaching (from *Coaching 101*)

“Every journey requires a good map”	Powerful Coaching Questions
<p style="text-align: center;">Relate</p> <ul style="list-style-type: none"> • Coaching relationship and process defined. • Compatibility of coach and leader assessed. • Rapport and mutual respect established. • Trusting relationship begun. • Coaching agenda and guidelines determined. 	<ul style="list-style-type: none"> • How are you doing? • Where are you now? • How can I be praying for you? • What do you want to address? • How can we work together?
<p style="text-align: center;">Reflect</p> <ul style="list-style-type: none"> • Deeper understanding of issues gained. • Issues sorted by importance/urgency. • Priority issues identified and agreed upon. • Commitment to address issues obtained. 	<ul style="list-style-type: none"> • What can we celebrate? • What's really important? • What obstacles are you facing? • Where do you want to go? • How committed are you?
<p style="text-align: center;">Refocus</p> <ul style="list-style-type: none"> • Vision clarified (what coachee wants). • Possible solutions brainstormed. • Decisions made according to priorities. • Commitment to change confirmed. • Chance dynamics considered. • Action steps determined and time line developed. • Accountability structure agreed upon. 	<ul style="list-style-type: none"> • What do you want to accomplish? • What are possible ways to get there? • Which path will you choose? • What will you do? (who, what, where, when, how) • How will you measure your progress?
<p style="text-align: center;">Resource</p> <ul style="list-style-type: none"> • Existing resources assessed. • All resources needed brainstormed. • New resource(s) identified to accomplish goals. • Where and how to find new resources determined. • Role of coach clarified and confirmed. 	<ul style="list-style-type: none"> • What resources do you already have? • What resources will you need to accomplish your goals? (people, finances, knowledge, etc.) • What resources are missing? • Where will you find the resources you need? • What can I do to support you?
<p style="text-align: center;">Review</p> <ul style="list-style-type: none"> • Action plan and process evaluated. • Progress celebrated. • Learning maximized. • Midcourse corrections made. • New projects identified. • Coaching relationship evaluated. 	<ul style="list-style-type: none"> • What's working? • What's not working? • What are you learning? • What needs to change? • What further training would be helpful? • What's next in our coaching relationship? • How has this been helpful?

Notes:
