

## TIPS FOR COACHES

\* MAKE ABOUT THE COACHEE - WHAT BENEFIT IS TO THEM?

PRACTICE - ACTIVE LISTENING

THINK ABOUT THE FRAMEWORKS

OVERCOME TEMPTATION TO PROBLEM SOLVE

HOW TO COMBINE LISTENING + THINKING.

DIFFERENCE BETWEEN OVERALL PROBLEM + WHAT THE NEXT STEP IS

NEW PROBLEMS ARISING - HOW TO DEAL WITH?

ESTABLISH GOAL QUICKLY / OR CHOICE OF GOAL  
IS THE ISSUE WHAT COACHEE WANTS OR IS IT YOUR CHOSEN ISSUE?

Don't be afraid of silence / quiet / reflection

Establish / agree goal - why is it important? what is benefit to coachee?

Keep focussed, can't solve everything.

Focus on options + way forward - not just on problem

Make time for

Reflect back what you've heard, don't problem solve

IMPACT/EXPERIENCE OF BEING COACHED

got a lot of positivity A

GETTING THE ANSWER (IT IS IN US)

CLARIFICATION HELPS

META (REFLECTION + SELF REFLECTION)

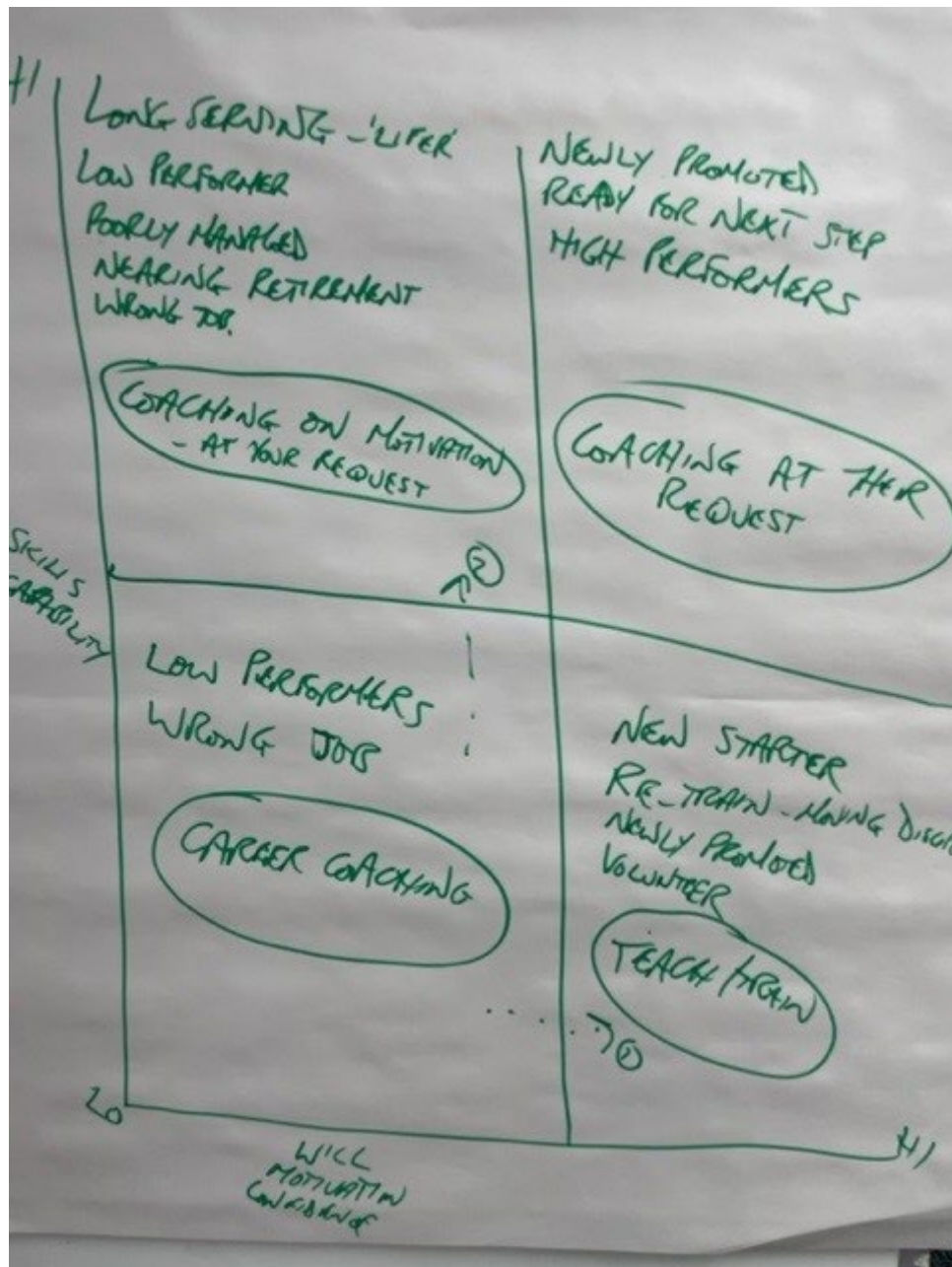
REMOVE TABOO OF TALKING ABOUT DIFFICULT THINGS

Helped to focus on an objective/goal

Transition from reality to options felt organic

Think about the impact on you.

PROBLEM CAN BE TOO BIG FOR THE TIME  
FOCUSING ON WHAT CAN BE CONTROLLED



## TIPS FOR "HOSTING" FEEDBACK CONVERSATIONS

- ASK IF FEEDBACK WANTED.
- MAKE SURE CLASS IS EMPTY.
- GIVE THE COACH TIME
- TIME MANAGEMENT.
- LEAD WITH POSITIVES!
- STICK TO STRUCTURE  
NOT SUBJECT.
- ASK FEEDBACK FROM COACHES

MAKE CRITICAL OBSERVATIONS LEARNING OPPORTUNITIES - CONSTRUCTIVE

BE HONEST

OFFER POINTS FOR IMPROVEMENT

ALWAYS LEARNING - FRAME FEEDBACK WELL

# A Feedback Model

What went well?

What was tricky?

What would you do differently next time?

Would you like some feedback from me?

What I thought you did well ...

What I felt was tricky ...

What you might do differently next time..



Remember...

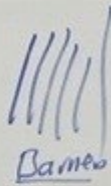
frustrated  
overwhelmed  
backed into corner  
out of depth  
wasn't cool  
stressed  
panicked  
about to explode  
hamstring  
unstable  
nauseous  
Anxious  
conflicted  
angry

light  
to relieved  
wand up  
anxious  
nervous  
motivated  
energized  
focused  
ready  
confident  
I can overcome this  
empowered





Current Reality



Games



Ideal State

←  
 perceptions  
 - self  
 - other  
 time  
 money / resource  
 fear  
 habit  
 rules / policies

other  
 - org.  
 - self

