

# Coaching

---

# Goals

---

- To understand the model GROW and model SMART which can be used as a framework for coaching interview.
- To see how coaching interview can look like.
- Try to facilitate coaching interview.

# Basic principles of coaching: what not to forget

What a coach does not do	What a coach does
Does not bring own content (topics, opinions, ideas, advice...)	<b>Listens:</b> sees the world through the eyes of a coachee (ALPHA)
Neither evaluates nor interprets	Uses <b>questions</b> to further express the thoughts of a coachee (OMEGA)

# Listening – alpha

## (Exercise 1)

---

- Find out IN DETAIL what happened to your mate last week.

# From the content of thinking to the process of thinking

---

- **Watch the content of thinking: WHAT the coachee is thinking about**
  - **HOW TO DO IT:** to set aside one's own thoughts, opinions, topics (...) (focus on the other person not on oneself)
- **Facilitate the process of thinking: HOW the coachee is thinking**
  - **HOW TO DO IT:** to direct the other's thoughts (attention) in a certain direction - traditionally using the GROW model - the coach asks questions to help the other realize what she/he wants and how she/he wants to achieve it

# The GROW model

---

- **Goals:** *What would you like to have happen? (both in real life and during the interview)*
- **Reality:** *How are things going right now? How is it happening now?*
- **Options:** *What are possible solutions? What can be done...?*
- **Will:** *What exactly are you going to do and when?*

# How to correctly formulate a goal

---

- **Positively formulated** – the brain cannot stop thinking (one cannot stop thinking of a pink elephant). It is more advantageous to think about what I want rather than what I do not want - thoughts turn into experience and action. What do you want instead?
- **Under the influence of the coachee** - I cannot change the attitude of the other but mine only (scale 1-10 - How much can you influence that?)
- **Results-oriented rather than activity-oriented** - it's more motivating. What does it bring to you? Activity-oriented: I want to come to meetings on time. Results-oriented: I can rely more on myself. Others can rely on me.

# SMART-ER

- 
- **Specific** - What specifically...?
  - **Measurable** - How do you know you already have it? (a concrete example of what is different)
  - **Achievable** - How big challenge is that? How big do you want it to be?
  - **Realistic**
  - **Time-bound** - When do you want it to happen? (to fulfil the goal?)
- 
- **„Ecological“** - Who will be affected? How will your surroundings be affected?
  - **Recorded**



Let's show it and then try it

---

# Asking Questions - Omega

## (Exercise 2)

---

- Help your mate name what she/he wants (goal)
- Write down the goal.
- One of the pair coaches for 8 minutes – then the second one coaches for 8 minutes.

**Positively formulated:** What do you want instead?

**Under the influence of the coachee:** How much is it under your influence?

**Results-oriented rather than activity-oriented:** What does it bring to you?

---

- **Specific** - What specifically...?
- **Measurable** - How do you know you already have it? (a concrete example of what is different)
- **Achievable** - How big challenge is that? How big do you want it to be?
- **Realistic**
- **Time-bound** - When do you want it to happen? (To fulfil the goal?)

# Asking Questions - Omega

## (Exercise 3)

---

- Help your mate name what she/he wants (goal).
- Write down the goal.
- One of the pair coaches for 8 minutes – than the second one coaches for 8 minutes.

# A few recommendations when asking questions...

---

- **Use open-ended questions** (so as to avoid „yes/no“ reaction)
- **Try to avoid the question WHY?** – it directs attention to the past, there are negative connotations from childhood (we often heard the question in an accusing sense), it may evoke a defensive reaction or the reaction of escape, aggression
- **It is reasonable to use the words of the coachee** – you can avoid (dis)interpretation
- **Use verification questions** - What do you want to work on today? So what is it about?