

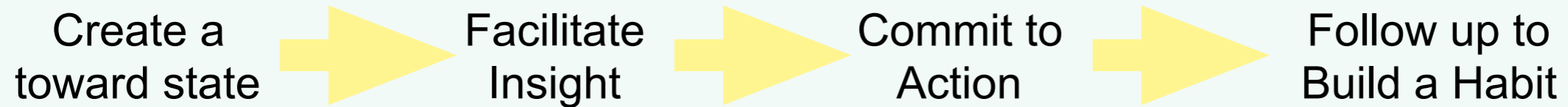


*Coaching Others*

# Framework for Coaching Others

## Results Coaching Model: NeuroLeadership Institute

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## Creating a Toward State

- Consider the SCARF model (see emotional triggers training)
- Ask for permission before engaging in a coaching conversation: “Is this a good time to talk about this?” or “Are you open to discussing...”

# Facilitate insight

- Support the other person in having a breakthrough or “aha” moment that drives them to action.
- Types of questions

Vision Questions	Planning Questions	Thinking Questions
What is your ideal outcome?	What would it take to make that happen?	How can I help you think through this?
	How close are you to achieving your goal from a scale of 1 to 10?	How long have you been thinking about this?
		What connections are you making as we talk about this issue?

- Listen carefully for the answers

# Listening Carefully

- Listen for POTENTIAL
- Be fully PRESENT
- Lead with EMPATHY
- Listen for EMOTIONS

# Commit to Action

- Help the other person take action
  - “What are you prepared to do to make this goal happen?”
  - “What is one step you could take toward that this week?”
  - “What will you complete by the end of next week?”

# Follow Up - Accountability

- Set up a system to touch base: “Is it ok to touch base in 5 days to see where things are?”
- Help people stay accountable to themselves: “What do you need to stay accountable to yourself?”



# Practice

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- Pair up with a Work Bigger member and practice coaching each other.
  - As coachee: What is a dilemma you're currently experiencing? Bring this to the conversation.
  - As coach: Use the framework in this course to ask questions and support the coachee.
  - Have the coaching conversation
  - As a coachee, spend 2-3 minutes giving your coach feedback: *What did they do well? What worked for you? What could they have done better?*
  - As the coach, *what did that feel like for you? What did you do well? What could you have done better?*
  - Switch roles



Notes