

REFLECTION:

Reflect on a situation that you are either currently dealing with or have dealt with in the past.

- What is the situation?
- What are you struggling with?
- What is your perspective about it?

COACHING DEFINED:

Coaching is a development **PROCESS** to promote desirable and sustainable change. Coaching resides on the BELIEF that an individual has the ability to change and begins with a relationship. The process utilizes inquiry driven tools and techniques as the keys for self-discovery in the change process. Coaching can be used for a variety of topics/situations: confidence, motivation, relationships, stress, development, etc.

Process steps include:

1. Identification of the current situation/environment (**DISCOVER**)
2. Envisioning the future state and creating a desire for change (**DREAM**)
3. Exploration of possible actions/behaviors needed to achieve (**DESIGN**)
4. Commitment to actions (**DELIVER**)

MINDSET	LISTENING	POWERFUL QUESTIONS
<i>Fixed:</i>	<ol style="list-style-type: none"> 1. <i>Internal:</i> Listening while thinking about the next question, step, or advice to give 2. <i>Focused:</i> Listening while being aware of emotions, assumptions, values, beliefs 3. <i>Intuitive:</i> Listening for what is NOT being said – listening with your gut 	<ul style="list-style-type: none"> <input type="checkbox"/> Serve the purpose of the talent <input type="checkbox"/> Are open ended <input type="checkbox"/> Stimulate thinking <input type="checkbox"/> Evoke action <input type="checkbox"/> Empower others <input type="checkbox"/> Begin with 'What, If, How' <p><i>What do you want...?</i> <i>What is getting in your way...?</i> <i>What are you resisting...?</i> <i>What is holding you back...?</i> <i>If you knew, what would it be...?</i> <i>How would others describe your potential...?</i></p>
<i>Growth:</i>		



4 Points which connect with or challenge your practice



3 Points you want to remember



1 Question still rolling around

My Next Steps...

Where can I use coaching?

REFERENCES:

1. Brockbank, A., McGill, I. (2012). *Facilitating Reflective Learning: Coaching, Mentoring, & Supervision (2nd ed.)*. Philadelphia, PA: Kogan Page.
2. Boyatzis, R., Smith, M., & Blaize, N. (2006). Developing sustainable leaders through coaching and compassion. *Academy of Management Learning & Education*, 5(1), p. 8-24.
3. Cox, E., Bachkirova, T., & Clutterbuck, D. (2014). *The Complete Handbook of Coaching (2nd ed.)*. Thousand Oaks, CA: SAGE Publications.
4. Mayo Clinic Leadership & Organizational Development (2015). Power of Coaching Workbook.
5. Showers, B., Joyce, B. (1996). The evolution of peer coaching. *Educational leadership*, 53(6), 12-16.
6. Whitmore, J. (2002). *Coaching for performance: Growing people, performance and purpose*. Boston, MA: Nicholas Brealy Publishing
7. American Medical Association. (2018). Coaching in medical education: A faculty handbook. <https://www.ama-assn.org/education/coaching-medical-education-faculty-handbook>