

COACHING PH TRAINEES

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What coaching involves

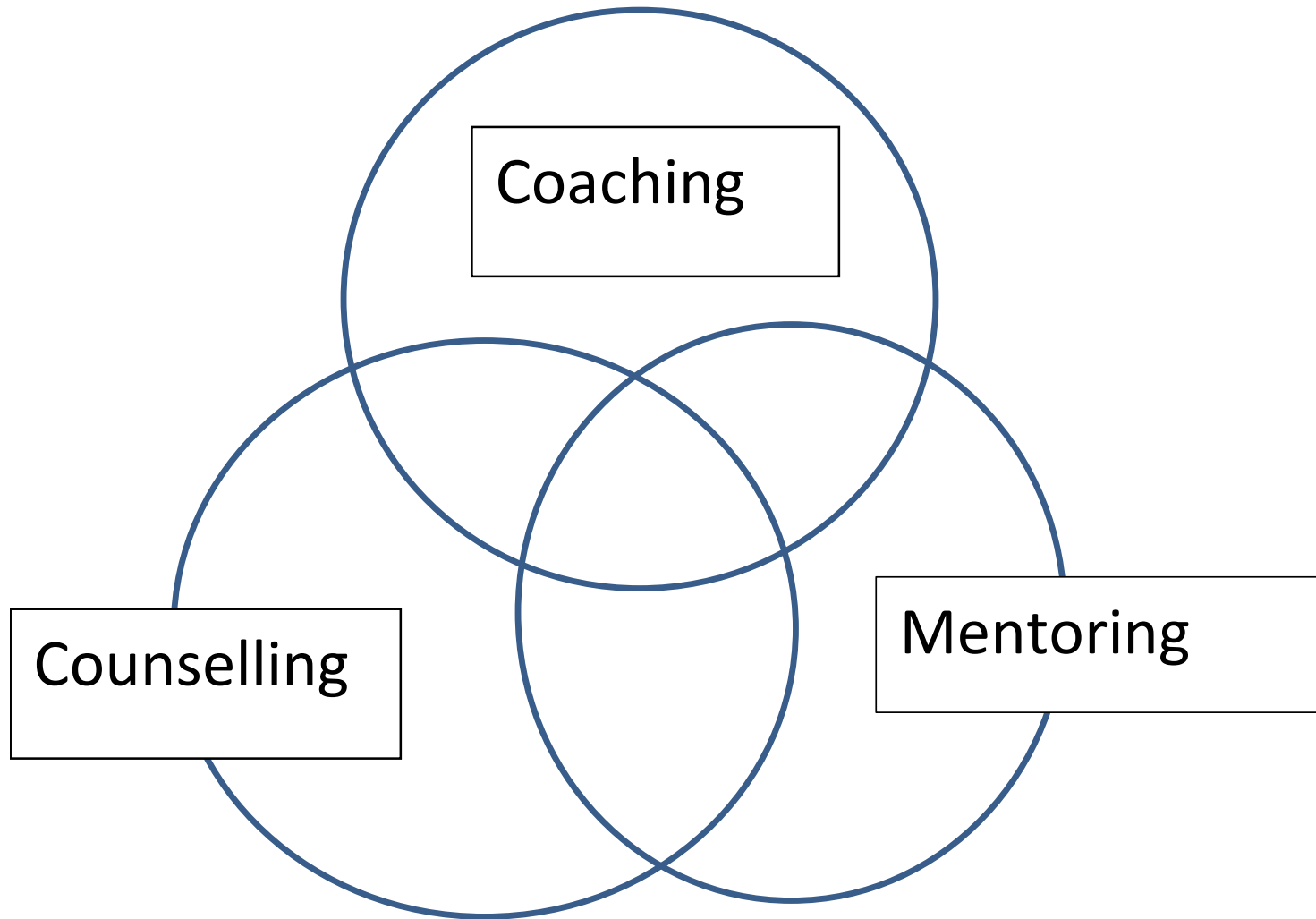
- Assumption that individual has own answers coaching just helps coachee to identify own “solutions”

Definition

- “Coaching is the art of facilitating the development, learning and performance of another”
- The School of Coaching.

Coaching and mentoring

- Directive to non directive styles and methods



Areas of success

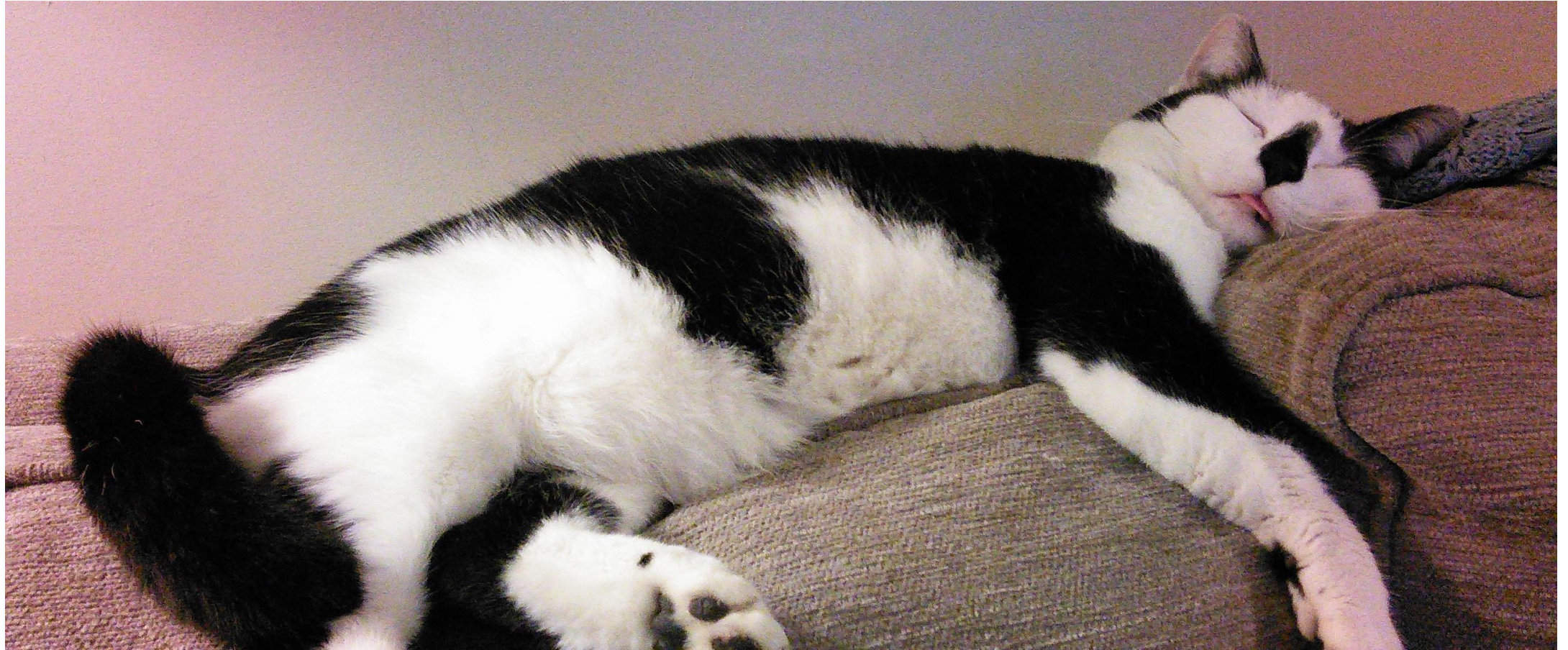
- Difficult working relationship
- Bespoke/ opportunistic techniques
- Rehearsal
- Emotional insight
- An alternative career path
- Overcoming exam performance issues
- Dealing with a complaint

Use of coaching

**Coaching
skills in
everyday
conversation**

**Coaching
conversation**

**Coaching
session**



- Was that coaching or couching?

Most important aspects

- Structured conversation e.g TGROW (Topic, goal, reality, options, wrap-up(actions and motivations))
- Being fully present
- Intent behind questions/techniques

Coaching /training issues

- Internal v external coaching
- Trainer v another trainer
- Performance issues
- Contracting +/- ?
- Evidence of what works (?) can “unlock” or light bulb moment – but not always.
- Boundaries

Use of techniques – note often secondary and offer but don't pursue if not helpful

- Use of established techniques

- Bespoke

Coaching conversation- **non judgemental and exploratory**

- Designated time
- Trainee initiated issue
- Trainee should be doing most of talking
- Trainer should avoid giving advice unless bursting
- Offer challenge but then let go

After the session....

- Offer follow up/referral for coaching
- If necessary agree more directive approach
arrange separately.

Spot the difference

