



AST Training

Coaching

Ten Principles of Coaching

- ◆ Be non-judgmental
- ◆ Be non-critical
- ◆ Believe that people have all the answers to their problems within them
- ◆ Respect for confidentiality
- ◆ Be positive and believe that there are always solutions to issues

Ten Principles of Coaching

- ◆ Pay attention to recognising and pointing out strengths and building and maintaining self-esteem
- ◆ Challenge individuals to move beyond their comfort zone
- ◆ Break down big goals into manageable steps
- ◆ Believe that self-knowledge improves performance
- ◆ Hold a genuine willingness to learn from the people you coach

Coaching Is Grounded in Five Key Skills:

- ◆ Establish rapport and trust
- ◆ Listening for meaning
- ◆ Questioning for understanding
- ◆ Prompting action, reflection and learning
- ◆ Developing confidence and celebrating success

What Is Coaching?

How Is It Different From Mentoring?

Coaching Is

◆ “.....the art of facilitating the performance, learning and development of another.”

◆ Myles Downey 2003

Coaching Is

- ◆ “ a conversation, a dialogue, whereby the coach and the individual interact in a dynamic exchange to achieve goals, enhance performance and move the individual forward to greater success.”
- ◆ Zeus and Skiffington 2002

Coaching Is

◆ “ a means of helping people uncover and bring out the best in themselves, their people and the teams with whom they work.”

◆ Sir John Whitmore. Coaching for performance 2004

Coaching Is

- ◆ “a relationship and process by which the coach facilitates the success of others through a belief in that person’s/team’s ability to find their own solutions and enhance performance”.
- ◆ Coaching seeks to maintain a positive, strength- focused state of mind, while others define their direction, set goals and overcome barriers to achieving success.”
- ◆ “Coaching solutions” by Will Thomas & Alistair Smith

Coaching Practice in Schools Is Built on Four Essential Qualities:

- ◆ A desire to make a difference to student learning
- ◆ A commitment to professional learning
- ◆ A belief in the abilities of colleagues
- ◆ A commitment to developing emotional intelligence

Conclusion



“Coaches hold back
their knowledge for
the sake of others.”

John Whitmore.