

COACHING PLANNER



Coaching zeroes in on a particular area of job performance with the aim of creating measurable improvement.

Before you start coaching a student, be sure you're clear about your goal for the coaching process. You'll also want to consider how you'll encourage the student to build on their existing strengths.

The questions below will help you plan for your first coaching session with an experiential learning student.

1. In what specific area of job performance do you want the student to improve?

2. Describe the student's current level of performance, giving specific examples.

3. What will success look like? After coaching, what will be different for the student? For you? For the team?

4. What measurable results will you and the student be able to observe?

5. What are the student's professional and personal strengths? How could the student leverage those to achieve success?

6. As a coach, how will you create a sense of psychological safety and build confidence? If you anticipate resistance, how will you handle that?