

Foundational Coaching Skills for Educators, School Leaders, and Staff

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Designed Relationships – also known as Collaborative Agreements

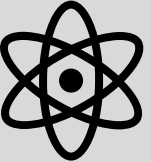
Be thinking: How could you use Designed Relationships in your work? Instruction? Leadership?
What about in the rest of your life?

Coaching Demo – What do you notice?

What is Coaching?

Coaching	
Mentoring	
Consulting	
Counseling/Therapy	
Other	

Levels of Listening (from Co-Active Coaching)

Level 1 	Focus is on oneself
Level 2 	Focus is on the other person(s)
Level 3 	Focus is on the "field" – feelings, emotional energy, what's not being said, body language, intuition

Be thinking:

- What are you learning about how you listen?
- Which level of listening do you spend most of your time at work? With colleagues? With students? With loved ones?
- Which level(s) of listening do you want to improve?

WHAT YOU FOCUS ON GROWS. – J. Kelm

What you seek is seeking you. – Rumi

No significant learning comes without a significant relationship.

- J. Comer

Successful people are successful for one simple reason:
They think about failure differently. – S. Godin

With a partner, ask powerful questions about the quote your partner chose and listen in levels 2 and 3 to their responses.

- What is important to you about the quote you chose?
- What wisdom does the quote offer to you?
- When you visualize your quote as an image or picture, what comes to mind?
- How does the quote relate to your work?
- What is the connection between the quote and your style of instruction/leadership?
- What are you learning about yourself from this quote and this coaching session?
- Create your own powerful and curious questions and ask them!

What are Powerful Questions?

Examples of Powerful Questions

1. What's important?
2. What are you noticing?
3. What are you learning?
4. What do you need?
5. What do you need to let go of?
6. What are you tolerating?
7. What are you settling for?
8. What is familiar about this?
9. Which emotions are you choosing? Which emotions are choosing you?
10. What are you celebrating?
11. What do you want to lean into or savor?
12. How are you contributing to this?
13. What's possible?
14. Where are you taking your foot off the gas?
15. What strengths (or gifts) do you bring to this?
16. How does this connect to your core values?
17. What wisdom does your 80-year old self want to share? Your 7-year old self?
18. What step -big or small- will you take next?
19. What are you taking away?
20. Other powerful questions:

Be thinking:

- What is the impact of asking more powerful questions?
- How can you use powerful questions at your work, in your instruction/leadership, and beyond?

Start here (This is called the first part of the “coaching arc”):

1. Is there anything you want to share or clear so you can be fully present, and I’ll do the same?
2. What would you like to change or edit in our designed relationship (if anything)?
3. Do I have permission to coach you?

Continue here (This is the second part of the “coaching arc,” where you explore and unpack the client’s topic with them):

1. What do you notice about your core values?
2. What surprises you about your values?
3. What excites you about your values?
4. What is missing from your values list?
5. How are you already living your core values?
6. How are your core values honored or nourished at work?
7. How are your core values squashed or rubbed against at work?
8. How do you know when you are living your core values deeply?
9. What do you wish others knew about you and your core values?
10. If your core values could speak, what would they say?
11. How do you want to nourish your core values at this conference?

Wrap-up here (this is the last part of the “coaching arc,” which is sometimes referred to as “landing the plane” on the coaching session)

1. Based on our session together, what do you want to commit to doing (or being) next?
2. How do you want to hold yourself accountable for that commitment?
3. What are you taking away from our session together that you want to remember?
4. What did you appreciate about our session together?
5. Thank you for coaching with me today! 😊



If your 80-year-old self could bestow wisdom on you, what would your 80-year old self say about your core values, work, life and/or coaching?



If your 7-year-old self could bestow wisdom on you, what would your 7-year old self say about your core values, work, life and/or coaching?



Ask the wise voice inside you: What are you taking away from this pre-conference session?



How will you use this information and learning next?

Be thinking:

- In coaching, we believe our clients have inner wisdom that is sometimes untapped. How are you regularly tapping into your inner wisdom?
- What would help you tap into your inner wisdom more?



Learn more about AACC's
ICF-accredited Engagement
Coach Training Program;
Offered by Zoom Spring 2025



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handout digitally?
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