



# Coaching essentials for Trainers

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**About me...**

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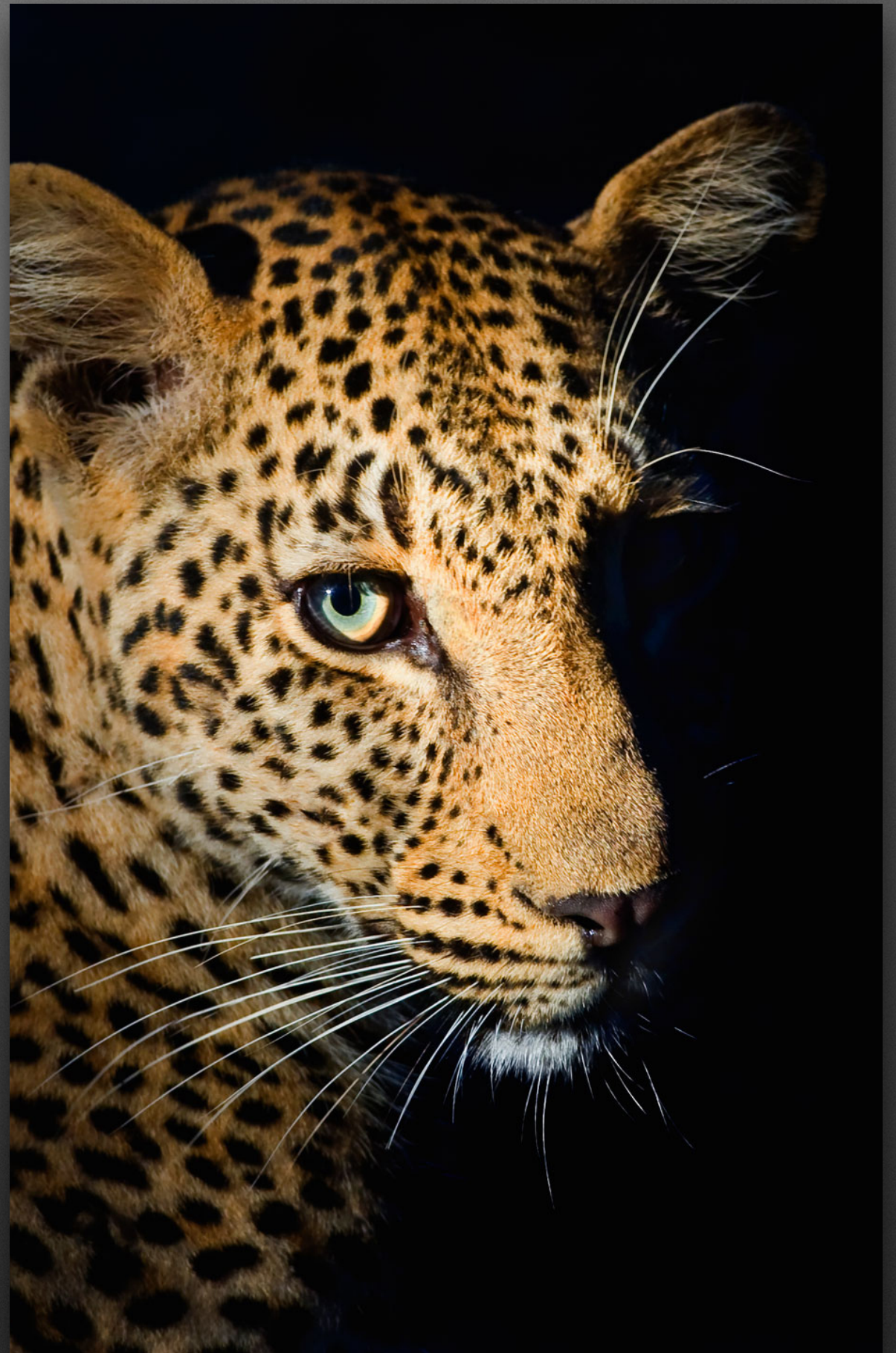






# Applying coaching skills in your training

Silence  
Listening  
Questions  
Centering  
Power Pose





# Getting to know you (more)

1 unique  
thing for you

4 things you all  
have in common

1. We love garlic
2. All been to Cuba
3. (be creative!)
4. ....

Swam with  
Dolphins

Have six  
cats

Climbed  
Mt. Fuji

Mother of triplets



# Curiosity

- Asking questions
- Listening
- Asking more
- Sharing
- Being curious about each other





**What's your  
answer?**

**“It depends.”**

**“Let's try it!”**

**“Here's the policy.”**

**“My answer is clearly the right one.”**







**Where I come from...**

**What is expected from instructors?**

**How are questions perceived?**



# Secret coaching tool



- **P** - pause
- **A** - avoid answering
- **A** - active listening
- **W** - what else?
- **S** - share





• P - pause

• A

• A

• W

• S



# Pause

- Evaluate the question
  - Some questions need a direct answer
  - Many questions don't have one "right" answer







- P - pause

- A - avoid  
answering

- A

- W

- S



# Avoid answering by tossing the question back

- “That’s a great question.  
(PAUSE) What do the rest of  
you think about that?” (class)
- “That’s a challenging  
question. (PAUSE) What  
have you thought about so  
far? or What have you  
tried?” (individual)
- ***TOSS the question back to  
the group or individual.***





# Other questions to avoid answering:

- What do you think?
- What would you like to have happen?
- How would you like to address the problem?
- What have you thought of doing?
- What have you tried?



A 3D white figure, resembling a man in a suit, is holding a large red 'X' made of two thick bars. The figure is standing on the word 'AVOID' which is rendered in large, dark red, 3D block letters. The background is a solid dark gray.

**Practice: avoiding answering**

**AVOID**





- P - pause
- A - avoid answering
- **A - active listening**
- W
- S



**HELLO**

**I'M A...**

**GOOD  
LISTENER**



# The secret power of silence

- Accept silence
- Silence allows thinking  
*(especially for introverts!)*
- Help others accept silence





**How comfortable are you  
with silence?**



# **Normal vs. Focused Listening**





- P - pause
- A - avoid answering
- A - active listening
- W - what  
else?
- S



# What else?

- Sometimes the simplest question brings out the most profound answer.
- TM<sup>2</sup>
- Keep listening and asking
- (silence)







- **P - pause**
- **A - avoid answering**
- **A - active listening**
- **W - what else?**
- **S - Share**



# Share

- Where we typically start...
- Ask permission: “May I share an idea? May I share a different perspective?”
- Engages the brain
- Gives control back to the questioner





# Applying PAAWS





# Centering







**Power Pose**



# Practice Practice Practice



P  
A  
A  
W  
S