



THE CENTER FOR
GUARDIANSHIP
EXCELLENCE

THE COACH APPROACH

QUESTIONS COACHES
ASK THEMSELVES

1. Do I admire or respect this person?
2. What level of trust is already built?

3. What is one observation that I can describe in detail that someone does well and should continue?
4. What can I tell this person about what I saw or understand and create a positive feedback conversation?

5. What is another observation that I can describe in detail where a change of behavior would have a better outcome for the person?
6. Am I qualified to teach this new skill or behavior, or is there someone else I can engage to help this person?
7. Where is a private place where I can have an interactive conversation to discuss my observations and find out if the person is willing to work toward improving it?
8. Can I identify negative consequences if person does not work toward the goal, or positive results if the person does, and how should I discuss this results aspect of the coaching with the person?

9. During my interactive coaching conversations, has the person agreed to get started working toward the recommended change?
10. Is this a small enough behavioral change that we could see results immediately, or should I plan for repeated observation and feedback as the person moves closer toward the goal?