Infusing a Coaching Mindset Into Your Teaching

Erin Hager, MA, MFA
Manager, Professional Development and Education
Faculty Center for Teaching and Learning
Experiencing Coaching: An Exercise
What is Coaching?

“[P]artnering with clients in a thought-provoking and creative process that inspires them to maximize their personal and professional potential.” (International Coaching Federation)

Client-driven relationship using
1. powerful questions,
2. tools, and
3. accountability frameworks

to empower clients to make progress on goals that they articulate.
What topics might people want to be coached around?

- Goal setting
- Life/Work balance
- Prioritization Strategies
- Project completion
- Career Planning
- Leadership goals
- Overwhelm
- Anything they feel they could use some additional support around!
In Its Purest Form, Coaching is NOT

- Mentoring/Consulting
- Remediation Mechanism
- Therapy
Coaching Differences in a Teaching Context

TIME

EXPERTISE

POWER
Where can we adopt a coaching mindset? Why could it be important?

Reflections:
- Purpose and Goal Setting

Advising/Office Hours

Feedback

Empowering Students

Beyond the Content

Beyond the Semester
Coaching Fundamental: Powerful Questions

• Short and to the point
• Open-ended (What/How stems)
• Non-judgmental, invite curiosity, no preconceived “right” answers
• Client (student)-focused
• Goal-oriented
• Followed by silence
Examples of Powerful Questions

- How would you like this to go/be?
- What might success look like for you?
- What do you need to be successful?
- What might get in the way of your success?
- What’s tricky for you right now?
- What strategies have you tried already?
- What might you try next?
- What would support look like for you?
- What’s worked for you in the past?
- What will you commit to doing in the next (timeframe)?
- How will you know if it’s working?
- What matters most as you make this decision?
- What’s the significance of (X) to you?
- What does a future version of yourself think about this?
- What can your past self teach you about this?
- What clues will tell you you’re on the right path?
- What comes up for you when you think about (X)?
- How will you celebrate your decision/successes?
Resources

