


# Infusing a Coaching Mindset Into Your Teaching

Erin Hagar, 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

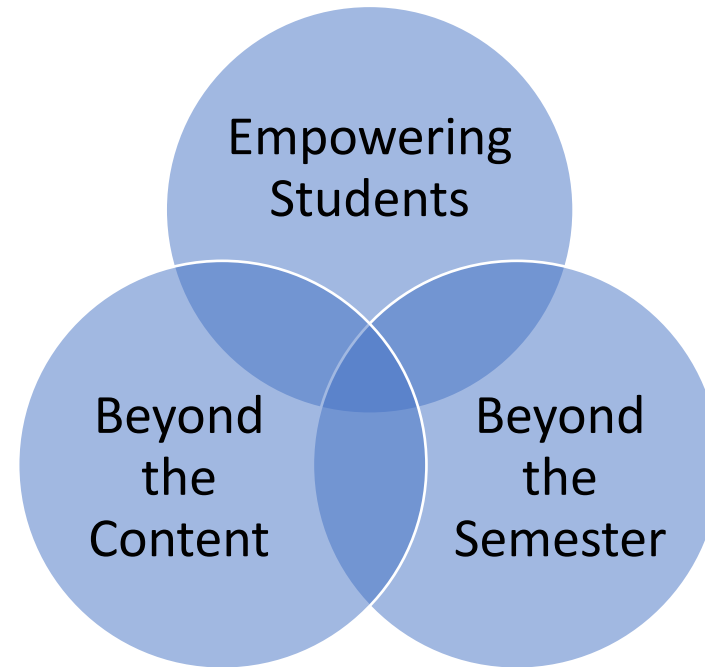
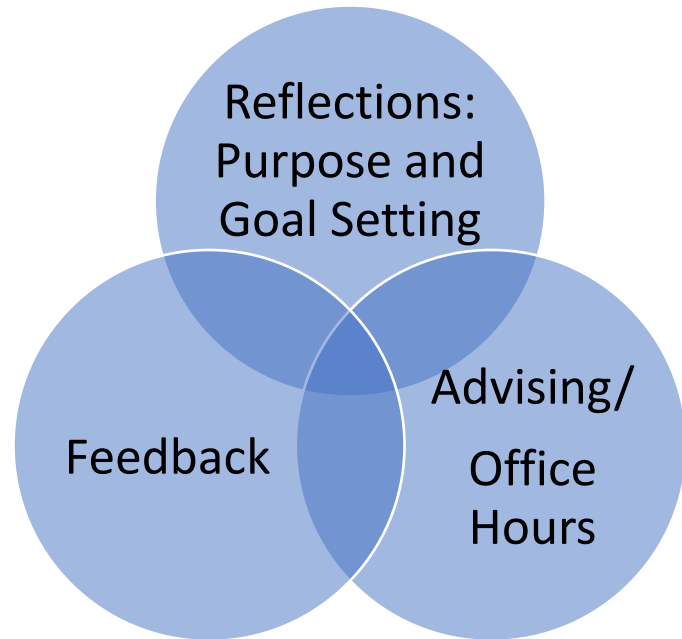


EXPERTISE



POWER

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



# 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?

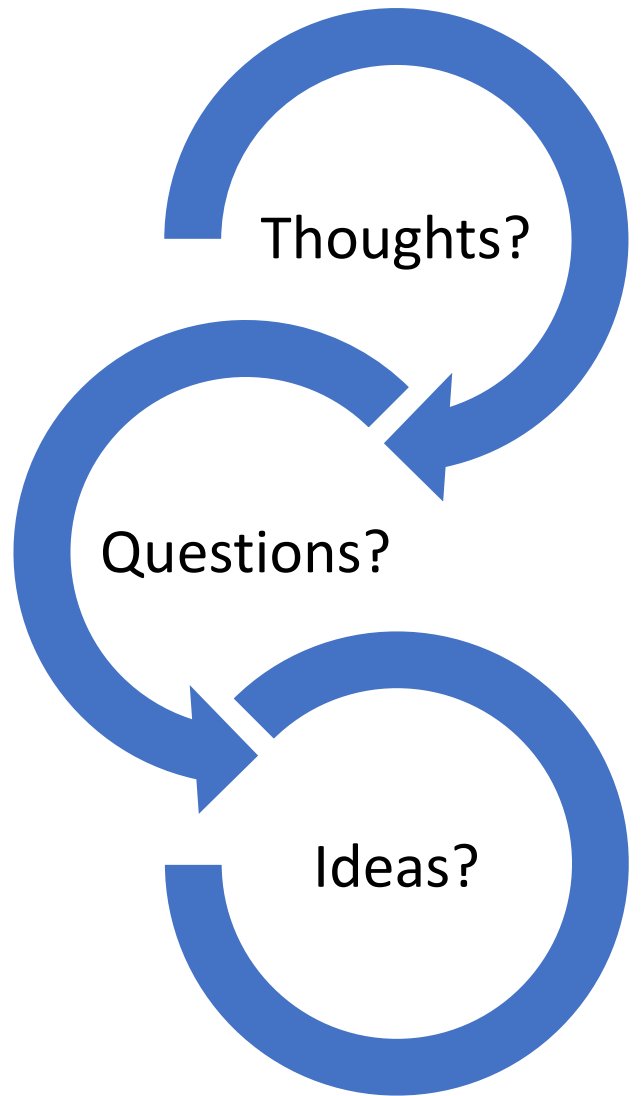
What does a future version of yourself think about this?

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?



Thoughts?

Questions?

Ideas?

# Resources

- Cruz, L., & Rosemond, L. (2017). Coaching Academia: The Integration of Coaching, Educational Development, and the Culture of Higher Education. *Journal on Excellence in College Teaching*, 28(4), 83–108.
- Orr CJ, & Sonnadara RR. (2019). Coaching by design: exploring a new approach to faculty development in a competency-based medical education curriculum. *Advances in Medical Education and Practice*, ume 10, 229–244.
- Steinert, Y. (2020). Faculty development: From rubies to oak. *Medical Teacher*, 42(4), 429–435.  
<https://doi.org/10.1080/0142159X.2019.1688769>

