

ANALYZING A COACHING CONVERSATION

Coach: _____ Client: _____ Date: _____

FACILITATIVE Strategies	# of times used	DIRECTIVE Strategies	# of times used
Active listening statement		Probing question	
Clarifying question		Confrontational question or statement	
Probing question		Informative question or statement	
Non-judgmental statement		Prescriptive question or statement	
Reflective prompt			
Cathartic question or statement			
Catalytic question or statement			
Supportive question or statement			



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Prompts for Reflection:

1. What evidence is there to suggest that this client's practice will change? What evidence is there that the client will be able to do something differently after this session, or that his/her beliefs have shifted?
2. Which question or comments seemed to result in the most significant shift in thinking?
3. What evidence is there that the client is enrolled in this conversation, and/or in coaching? How do we know that this conversation mattered to him/her?
4. If we measure our work by the "optimism and self-sufficiency we leave behind," what evidence is there of this? What evidence is there that the client owns his/her learning?
5. What might you have said or done differently in this conversation with this client?
6. Where would you go next with this client? What's your rationale and evidence for going in that direction?

If Available:

7. If the coach used a planning tool to prepare for this conversation, how does the plan match up to what happened? Where was the plan implemented and where did the coach deviate? What can we learn about planning from looking at the conversation?
8. If the coach reflected on this session, how does his/her assessment of the conversation match with your own?

