

# Better Conversations: Embedding Coaching in Education



## BEFORE WE BEGIN...

Choose one card (picture or quote) that represents where you are right now

Choose one card (picture or quote) that represents where you want to be the future

What about the card you chose represents where you are now?

What about the card you chose represents where you want to be in the future?



## LEARNING OUTCOMES

- To understand how coaching has been implemented at Westminster Academy as part of our school improvement strategy
- To define coaching and understand how it is different to other forms of help
- To learn some foundational coaching techniques





## REFLECTIONS FROM WA COACHEES

*'I had coaching in the first cycle of coaching last academic year and it was fantastic. It really helped me make time to reflect on my practice and I felt very supported in working through challenges I was facing at work.'*

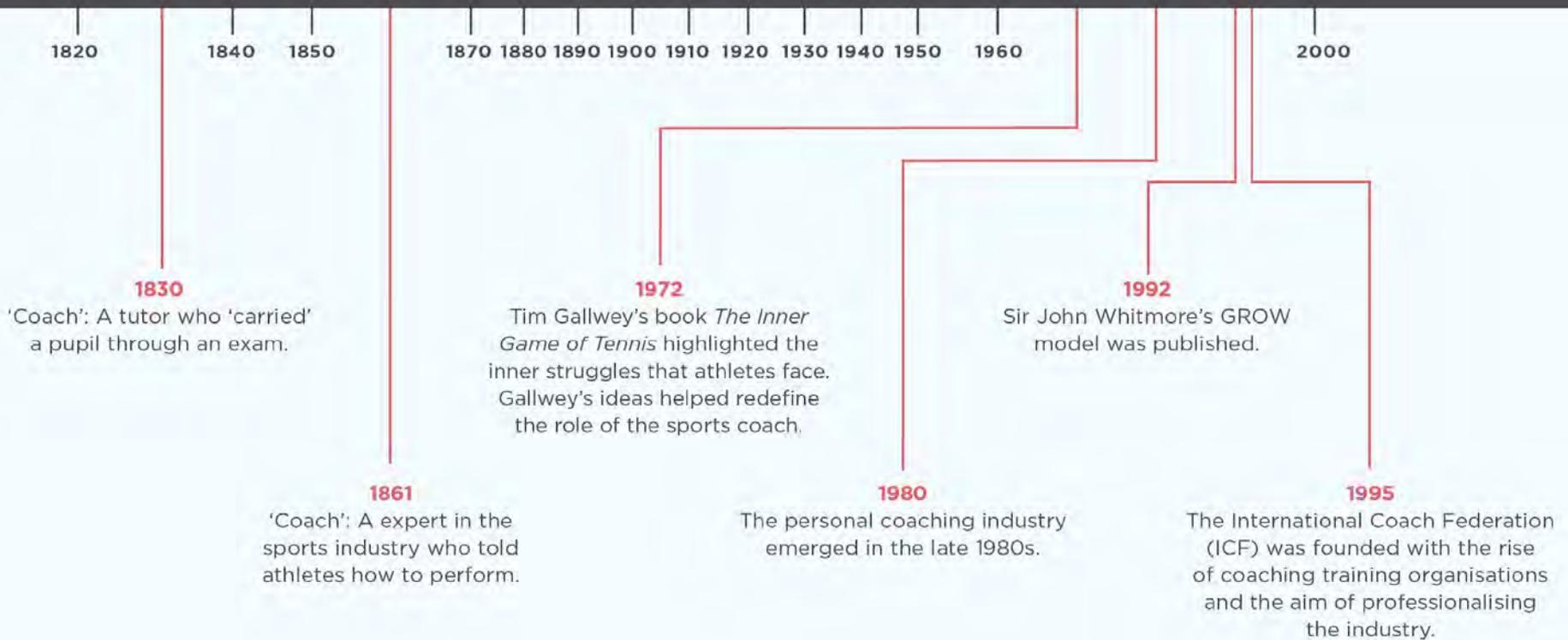
*'I have really enjoyed being coached, and it is really helpful to talk through problems. It has helped me gain clarity on a number of issues, especially where an emotional barrier was stopping me from understanding the real intellectual problem. Work is so much about the intersection of intellectual and human problem-solving that it has been really nice to have a space to work out some of these issues.'*

*'Good input and support.'*

*'I am generally good at answering questions with questions and during coaching I found myself on the receiving end of this. I was really useful to be "forced" to come up with the answers and found myself applying this more and more in my lessons, especially IB.'*



# HISTORY OF COACHING





# HISTORY

1970 1980 1990 2000 2010 2020

## PRESENT DAY

Coaching is commonly used to support executives and managers to reach performance targets, increase motivation and enhance wellbeing within a business environment. Coaching is also used in education, youth development and parenting.



# INTRODUCTIONS

- Name
- Role
- An interesting fact about your first, middle or last name



# PARTNERSHIP AGREEMENT





# COACHING IS

- An approach to communicating
- A transformational way to help others, with a focus on the present and future
- Supports someone to move from A to B



# THE FORMS OF HELP SPECTRUM

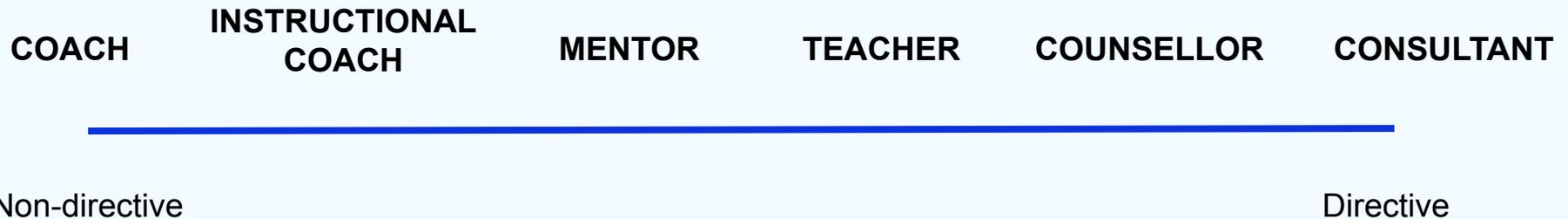
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Non-directive

Directive



# THE FORMS OF HELP SPECTRUM





# Coaching Demonstration

What is happening between the two of us?

- Focus on the communication, the impact being made and the coach and coachee relationship (rather than the coachee and their challenge)





## DIFFERENT WAYS COACHING CAN LOOK

- It can be a brief as one sentence or as long as an hour coaching session
- ‘Coaching Session’ – one-to-one or group coaching session, formal
- ‘Coaching Conversation’ – chat after class, in the break room, 5 min to 30 min...
- Being ‘Coach-Like’ – using coaching skills in your daily interactions

# THE MODEL



## HEART QUESTIONS

- How do you feel about \_\_\_\_\_?
- What's important to you?
- What do you want?
- What's your dream?
- What are you passionate about?
- What motivates you?
- What will having \_\_\_\_\_ give you?



## HEAD QUESTIONS

- What's a different perspective?
- How can you view this differently?
- What are your options?
- What could stand in your way?
- What else?
- How do you know?
- What's your evidence?
- How is your thinking \_\_\_\_\_  
unrealistic, unhelpful, stuck?
- What have you wanted to try but haven't yet?



## STEP QUESTIONS

- What do you want to do?
- What's next?
- What's the step you are committed to taking?
- What will you do? When will you do it by?
- Who will you let know and how?
- How will you hold yourself accountable?



# START WITH HEART MODEL



Values  
Wants  
Passions  
Motivations



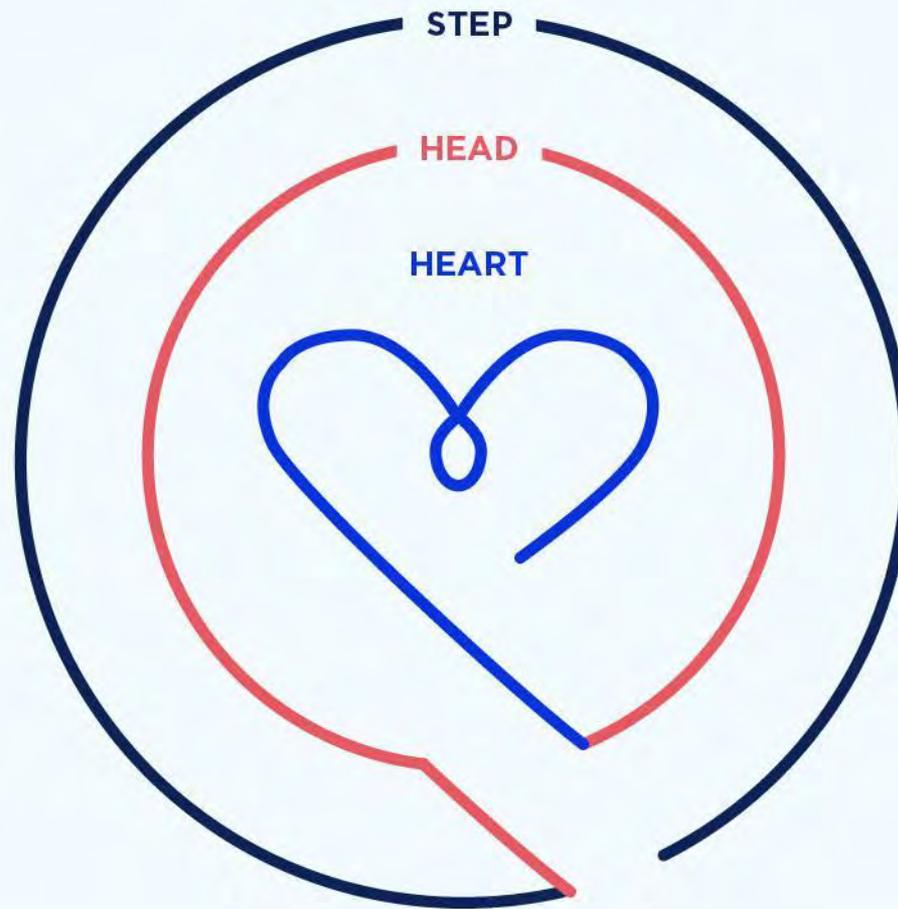
Lenses  
Options  
Reality  
Resources



Action  
Growth  
Accountability  
Commitment



# START WITH HEART MODEL





# LISTENING



**Me**-Listening to self  
or being distracted.



**Micro**-Listening  
to words only.



**Macro**-Listening  
to everything else.

i.e. tone, energy, what is not being said...

# What do you want to be coached on?



## **Heart:**

What's important to you?

What are you like at your best?

What do you really want?

What's important to you about \_\_\_\_?

What motivates you?

## **Head:**

What's another way of looking at it?

What are your options?

What's stopping you?

What have you tried already?

## **Step:**

What's your next step?

What will you do? When will you do it by? Who will you let know and how?



## WHAT'S NEXT?

We facilitate two, 2 day, foundational coaching courses at Westminster Academy this year:

- 17th and 18th November 2022
- 12th and 13th July 2023

We'd love for you or any of your colleagues to join us!

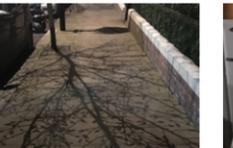
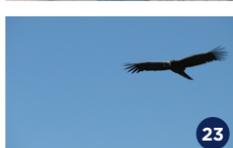
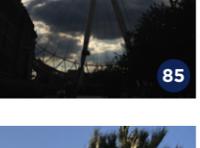
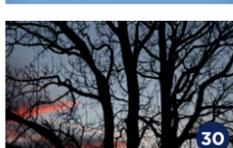
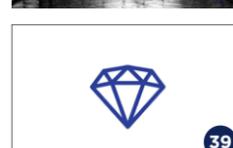
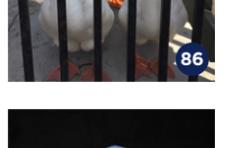
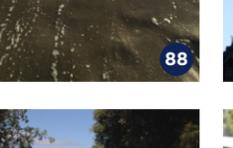
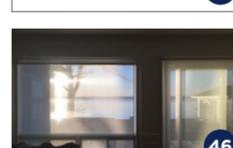
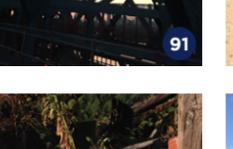
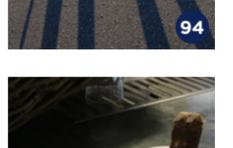
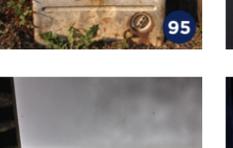
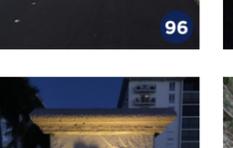
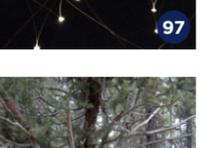
# Pic-A-Card

## INSTRUCTIONS

Choose one card (picture or quote) that represents where you are right now and one card that represents where you want to be in the future.

Break out into pairs or small groups and answer the following questions:

- What about the card you chose represents where you are now?
- What about the card you chose represents where you want to be in the future?

		<p>Trust yourself. You know more than you think you do. <small>BENJAMIN SPOCK</small></p>	<p>A strong positive mental attitude will create more miracles than any wonder drug. <small>PATRICIA NEAL</small></p>		<p>In the midst of movement and chaos, keep stillness inside of you. <small>DEEPAK CHOPRA</small></p>					
<p>When you get to the end of your rope, tie a knot and hang on. <small>FRANKLIN D. ROOSEVELT</small></p>			<p>Coaches hold back their knowledge for the sake of others. <small>SIR JOHN WHITHORE</small></p>	<p>It's not what happens to us in life, but rather how we handle what happens that matters. <small>UNKNOWN</small></p>						
						<p>If you raise your children to feel that they can accomplish any goal or task they decide upon, you will have succeeded as a parent and you will have given your children the greatest of all blessings. <small>BRIAN TRACY</small></p>				
										
				<p>Tell me and I forget, teach me and I may remember, involve me and I learn. <small>BENJAMIN FRANKLIN</small></p>						
	<p>One thing I had learned from watching chimpanzees with their infants is that having a child should be fun. <small>JANE GOODALL</small></p>				<p>We may not be able to prepare the future for our children, but we can at least prepare our children for the future. <small>FRANKLIN D. ROOSEVELT</small></p>					
						<p>Children have never been very good at listening to their elders, but they have never failed to imitate them. <small>JAMES BALDWIN</small></p>				
		<p>Coaching is about unlocking potential in order to maximize performance – it's about bringing out the best in people. <small>SIR JOHN WHITHORE</small></p>			<p>It is easier to build strong children than to repair broken men. <small>FREDERICK DOUGLASS</small></p>					
										
	<p>I cannot teach anybody anything. I can only make them think. <small>SOCRATES</small></p>				<p>Children are educated by what the grown-up is and not by his talk. <small>CARL JUNG</small></p>					
<p>Don't let perfection stand in the way of excellence. <small>WILL EVANS</small></p>				<p>Challenge is a dragon with a gift in its mouth... Tame the dragon and the gift is yours. <small>NOELA EVANS</small></p>		<p>Behold the turtle. He only makes progress when he sticks his neck out. <small>JAMES BRYANT CONANT</small></p>				



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