

The Value of Coaching and the 4 P's

When coaching is done well it can be powerful, making a long-lasting positive impact on the youth you work with. Here are some of the many benefits it can provide:

- Coaching builds awareness, empowers choice and leads to change.
- Coaching supports a person at every level in becoming who they want to be. Provides a sense of hope.
- Coaching helps a person change in a way they wish and helps them go in the direction they want to go.
- Coaching helps a person to achieve their personal best and to produce the results they want in their lives.

These 4 P's of Coaching can help you build a stronger bond with your youth while helping them achieve the success they want to have in their life.

Presence

- Prepare yourself emotionally, mentally and physically for each conversation.
- Check your HALTS (Hungry, Angry, Lonely, Tired, Stressed). Be mindful of not bringing these into the coaching conversation.
- Maintain your coaching presence throughout the conversation. This means blocking out any distractions and staying in the moment.

Power Listening

- Remember the 80/20 guideline. In a coaching conversation the youth should be able to speak 80% of the time and you speak 20% of the time.
- Come prepared for your conversation but most of your questions should come from listening.
- Paraphrase – “What I heard you say is...”
- Apply the acronym W.A.I.T. (Why Am I Talking?) before you start talking.

Powerful Questions (see below for a list of Power Questions)

- Ask open-ended questions
- Ask probing, curious questions
- Careful not to label with emotions, “you seem upset”
- Check your assumptions

Practice

- Take every opportunity to practice your coaching skills. This can be done with friends, family and co-workers. The more you practice the more comfortable you'll become using the language.

Sample Power Questions:

- When faced with a challenge, what has worked for you?
- Where do you want to begin?
- What do you need to do to move forward?
- What are you willing to do to reach your goal?
- When the quarantine is over, what is the first thing you will do?
- Looking back at last year what was a challenge that you faced that you were able to overcome?
- When stressed how do you manage it?
- What supports do you have in your life to help you reach your goals?
- How do you keep yourself accountable when working on a goal?
- Why is this goal important to you?
- How different will your life look if you achieve, or don't achieve, this goal?
- If you could go back in time and look at last year, what would you change and do differently?