

## Activity: Do You Want to Be a Coach?

What is your vision of success in your career/leadership?

What brings you joy & satisfaction in your life?

**Directions:** Choose 1 person to be the Coach and 1 person to be the client. Have a conversation and use the script for a guideline. The coach starts. **Time limit: Presenter will tell you.**

**Coaching Rules:** Only ask questions starting with what & how. Draw out client thoughts. Reflect back to the client using their words 2x during the activity. Summarize back to the client what they have said when prompted in the script. Leave space by pausing. Don't rush the client. Don't ask 2 questions at once. Don't let the client go off-track with a long-winded story. Manage the time.

Coach	Client	Coaching Notes
What is a burning issue that you are dealing with in your career (or leadership)?	Choose something that is challenging you and describe to the coach.	
What about [challenge] is meaningful to your vision?	Answer. Review vision answer.	
How can addressing [challenge] elevate your life?	Answer. Review Joy/Satisfaction answer.	
Where are you now compared to where you would like to be?	Answer.	

Coach	Client	Coaching Notes
How important is addressing [challenge or future state] to you?	Answer.	
What does this mean to you?	Answer.	
SUMMARIZE How does that resonate?	Listen. Answer.	
What is one thing you could do to move forward on this?	Answer.	
With the conversation we have had so far, what is an insight you learned about yourself?	Answer.	
What is one small action step you could start this week to ["move forward" response]?	Answer.	
SUMMARIZE the conversation from challenge area through action step.	Answer as needed.	
Thank the client.		

**Let's Score It!**

