

Exploring Coaching Elements

Coaching Capacities

Developing Coaches' Knowledge

Coaches continually improve understanding of the innovation or practice(s) on which they coach, as well as the context of those being coached.

Reflecting on Coaching Practice

Coaches continually improve coaching practices. Coaches seek and apply feedback from multiple sources (e.g., recipients, peers, supervisor) for self-improvement.

Coaching Behaviors

Developing and Maintaining Relationships

Coaches build and continually maintain mutual trust and respect with those that they coach.

Facilitating Coaching Conversations

Coaches facilitate conversations through listening, paraphrasing, and questioning. Coaches maintain focus, challenge assumptions, presume positive intentions, promote depth and reflection, and build on previous coaching conversations.

Brainstorming Data-Informed Solutions

Coaches facilitate the analysis of data and use of data for decision making, promote the sharing of varying views and innovative solutions, and proactively address resistance and barriers to change.

Facilitating Action

Coaches focus on continuous improvement by supporting those coached to articulate goals and action plans for implementation of evidence-based practices. Coaches build capacity of those coached to facilitate implementation.

To promote reflective practice and meaningful feedback regarding individual coaching sessions or facilitated meetings, consider using the Coaching & Facilitation Reflection. Click [here](#) to download a PDF of the document.