



COACHING COMPETENCIES FOR EDUCATORS

FEATURING THE

INSPIRED LEARNING-BASED COACHING MODEL™

FOUNDATION FOR INSPIRED LEARNING

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PURPOSES OF THE: *COACHING COMPETENCIES FOR EDUCATORS*

- 1. HAVE FUN!**
- 2. EXPERIENCE BEING FULLY PRESENT IN A SAFE ENVIRONMENT**
- 3. LEARN AND PRACTICE THE SKILLS AND STRUCTURE OF THE LEARNING-BASED COACHING MODEL™**
- 4. PRIMARY COACHING COMPETENCIES**
 - **CREATING TRUST**
 - **COMING PRESENT**
 - **FOLLOW THE PARTICIPANT'S AGENDA, PACE & SELF-DISCOVERY**
 - **DEEP LISTENING**
 - **ACKNOWLEDGEMENT**
 - **ASKING POWERFUL QUESTIONS**
 - **CHUNKING IT DOWN**
 - **FORWARD THE LEARNING**
 - **MAKING POWERFUL REQUESTS & INQUIRES**
 - **FOLLOW THROUGH**
- 5. ADDITIONAL COACHING COMPETENCIES**
 - **CELEBRATING, CHEERLEADING AND CHAMPIONING**
 - **GAPPING THE GOAL**
 - **BRAINSTORMING**
 - **CHALLENGING**
 - **PLANNING, PRIORITIZING AND GOAL SETTING**
 - **USING METAPHORS**
- 6. TO INHANCE AND INTEGRATE SELF-MASTERY PRACTICES IN YOUR LIFE**
- 7. INTEGRATE THE LEARNING-BASED COACHING MODEL™ INTO YOUR UNIQUE LEARNING ENVIRONMENT**

COACHING PHILOSOPHY

The International Coach Federation adheres to a form of coaching that honors the client as the expert in his/her personal and/or professional life and believes that every client is creative, resourceful, and whole.

Standing on this foundation, the coach's responsibility is to:

1. Discover, clarify, and align with what the client wants to achieve
2. Encourage client self-discovery
3. Elicit client-generated solutions and strategies
4. Hold the client as responsible and accountable

DEFINITION OF COACHING

Professional Coaching is an ongoing partnership that helps clients produce fulfilling results in their personal and professional lives. Through the process of coaching, clients deepen their **learning**, improve their **performance**, and enhance their quality of life.

In each meeting, **the client chooses the focus of conversation**, while the coach listens and contributes observations and questions. This interaction creates **clarity and moves the client into action**.

Coaching accelerates the client's progress by providing **greater focus and awareness of choice**.

Coaching **concentrates on where clients are today** and what they are willing to do to get where they want to be tomorrow.

ICF Professional Coaches' Guidelines - (Source: ICF, Sept. 2000)

THE INSPIRED LEARNING-BASED COACHING MODEL™

The Inspired Learning-based Coaching Model™:

- Connects the student with their innate wisdom.
- Facilitates the student's self-discovery of their values, purpose and talents.
- Facilitates the student's self-acknowledge of their values, purpose and talents.
- Acknowledges the student when:
 - They express an understanding of the principles or philosophy of the Subject Matter.
 - They demonstrate any skill or competency of the Subject Matter.
 - They are moving forward in their mastery of the Subject Matter.
 - The student's actions align with their personal values, purpose and talents.

Learning is an every moment pursuit by every human being.

THE COACH'S ROLE, IN *THE INSPIRED LEARNING-BASED COACHING MODEL™*, IS:

1. To remind the student when the student has forgotten their innate wisdom.
2. To take the student through self-discovery processes that brings awareness to the student regarding their values, purpose and talents.
3. To hold an accepting 'safe' space that allows the student to be completely OK where they are, right now.
4. To be a mirror for them to reflect back to them their values, purpose and talents.
5. To hold an accountability, without judgment, for the things they promised themselves to accomplish.

FOCUS ON THE STUDENT

Coaching with the *The Inspired Learning-based Coaching Model™* is an ongoing relationship where the student's individual potential is recognized, encouraged and nurtured. A coach helps the student to learn, to learn about them self, rather than teaching them. Coaching supports the student to remove their internal and self-imposed obstacles. As this happens, unexpected natural abilities and new creative energies are released.

COACHING COMPETENCIES

OF THE INSPIRED *LEARNING-BASED COACHING MODEL*[™]

<u>Primary Coaching Competencies</u>	<u>Page</u>
1. Creating Trust	14
2. Coming Present	15
3. Following the Student’s Agenda, Pace & Self-discovery	16
4. Deep Listening	17
5. Acknowledgment	18
6. Asking Powerful Questions	19
7. Chunking it Down	20
8. Forward the Learning	21
9. Making Powerful Requests & Inquires	22
10. Follow Through	23
<u>Additional Coaching Competencies</u>	
11. Celebrating/Cheerleading/Championing	24
12. Gapping the Goal	25
13. Brainstorming	26
14. Challenging	27
15. Planning, Prioritizing and Goal Setting	28
16. Using Metaphors	29

DEEP LISTENING

Deep Listening as a ‘Coach’ is a powerfully supportive arena that is created for the student to re-discover their innate values, talents and purpose and in turn fully express all of them self. In many cases, this coaching relationship may be the first time the student has allowed himself or herself to venture back to this part of themselves. This self-exploration happens when there is deep listening available to the student.

Deep Listening allows you, the coach, to always know what is the truth for your student. The essential technique that transforms ‘hearing’ to ‘Deep Listening’ is for the coach to verify what they think they have heard from the student back to the student. This is the safety net that assures accuracy to and safety for your student regardless of the level of listening the coach is able to maintain during any given learning session.

Coaching, through the power of asking questions, allows and empowers your student to go through a self-discovery process in a completely safe and non-judgmental environment. This provides the opportunity for the student to experience and accept unconditional love and safety that is essential for them to play freely in the true realm of infinite possibilities. This can free them to explore, re-discover, feel, clarify, embrace, own and express their true essence. This true essence is the master pass key to their discover and embrace to their values, natural talents, life’s passion, and life’s purpose.

THREE CORNERSTONES FOR DEEP LISTENING

1. EVERY PERSON IS THEIR OWN SOURCE!

The secret to listening as a coach is to hold that each and every person is his or her own source. Your student has all of their answers within them. Remember that coaching is facilitating the student to learn about them self and what’s important to them.

2. ASK POWERFUL QUESTIONS! The most powerful way to honor and empower the student to learn what is important to them, and to keep you fully engaged, is to ask powerful questions.

Philosophers have told us over the ages: ‘The quality of our life is determined by the quality of our questions.’ It does no good to tell the student that they have their own answers. As coaches, it’s more effective to listen in order to ask questions that lead them to their own answers.

3. BE READY TO BE FASCINATED!

*Embrace the attitude of fascination toward your students!
Assume you will hear something that will amaze you.
Their innate wisdom is speaking directly to you!*

