Coaching Mindset

The relationship coaches develop with their coachees depends on how they see them. If they see them as broken and needing fixing, they are likely to create relationships that cause them to feel and act defensively. If coaches see coachees as learners and in a positive light, they’ll create a different dynamic, one that is healthier and has the potential to create positive interactions, trust, and ultimately positive change.

Active Listener:
- Are you tuned in to your coachee or thinking about other things?
- How closely are you listening to what is being said without filtering it through your own thoughts and beliefs?

Nonjudgmental:
- What do you need to let go of in your attitude about others to approach your coachee without judgment?
- How might your reaction or approach with a coachee be different if you were to suspend all judgment?

Possibility Thinker:
- To what extent do you think out of the box?
- How willing are you to step into the unknown?
- Do you help your coachees think of multiple possibilities and new options?

Compassionate:
- How do you express your feelings of empathy?
- How do you show others that you care?

Inspirational:
- How often do you tell others they can reach their goals?
- Do you believe they can?

Personable:
- How comfortable are your colleagues in sharing their professional and personal concerns with you?
- When you have a bad day, how do you let go of your own struggles so you can coach from a pleasant, positive mindset?
Intuitive:
- How intuitive are you?
- How can you communicate your intuitive thoughts to coachees?

Sincere:
- Do you approach your coachees with sincerity?
- How would your coachees know if you’re being sincere?

Trustworthy:
- What agreements do you make with your coachees regarding confidentiality?
- What additional steps can you take to create trust with a coachee?
- How can you communicate the importance of trust with the coachee?

Risk Taker:
- How willing are you to try something new – a new activity, a new thought process, or a new way of doing something?
- Do you resist or get excited by something new?
- What risks have you taken lately in your life or work?
- How courageous are you?

Action Oriented:
- Do you have a bias toward action?
- Do you think too much and act too little?
- Do you make sure your coachee has actions to work on between coaching sessions?

Focused on Results:
- Have you established clear and specific goals with your coachees?
- What would success look like if it were accomplished?
- How able are you, as a coach, to help coachees visualize results?

Curious
- Do you ask more questions or tend to give more answers?
- How comfortable are you asking versus telling?

Source: Leadership Coaching for Educators
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