

Coaching for Performance and Potential

Resources mentioned on the webinar for AmeriCorps VISTA leaders - Sept. 6, 2019

VISTA Campus resources

[VISTA Leader Roles: Mentor](#) – provides an overview of the mentor role along with resources on communication

[365 Days of VISTA: Guiding Your Members from Day 1](#) – a resource created by VISTA leaders on using the VAD to guide VISTA members through their year of service.

Other Websites

International Coach Federation (ICF) - <https://coachfederation.org/blog> (free access to code of ethics, blog)

Center for Creative Leadership - <https://www.ccl.org> (free access to articles and podcasts)

Kansas Leadership Center - <https://kansasleadershipcenter.org> (free access to journal <https://klcjournal.com>)

Articles

Coaching Others: Use Active Listening Skills

<https://www.ccl.org/articles/leading-effectively-articles/coaching-others-use-active-listening-skills/>

Shifting through the Seven Gears of a Coaching Conversation

<https://coachfederation.org/blog/seven-gears-of-coaching-convo>

The Difference between Coaching and Feedback by Nagesh Belludi

<https://www.rightattitudes.com/2015/11/03/coaching-vs-feedback/>

Books

Leader as Coach – David Peterson and Mary Dee Hicks

Working with Emotional Intelligence - Daniel Goleman

Coaching for Leadership: How the World's Greatest Coaches Help Leaders Learn - Marshall Goldsmith, Laurence Lyons, and Alyssa Freas, editors

Daring Greatly - Brené Brown

Confidence - Rosabeth Moss Kanter

The EI Coach Model

E = Emotions (How are you feeling?)

- How are you feeling today?
- Where do you feel it?
- What does it tell you?

I = Intelligence

- What do you want to talk about and achieve today?
- Where would be a great place to be at the end of the session?
- What internal resources do you have that will help you get there?

C = Current

- What's going on for you right now regarding this issue?
- What challenges do you face?
- What's working really well for you?
- What's the truth of the situation?
- What assumptions might you be making?
- What do you believe about the situation?
- How much does that help or hinder you?

O = Opportunity

- What options are open to you?
- What could you do?
- How would that fit in with who you are?

- How would it help you reach your goal?
- What feels right about them?
- Which one takes you nearer to your values?
- Which ones might take you further away from your values?
- What's great about your ideas?

A = Actions

- What are you going to do?
- What will you commit to?
- How will you make it happen?
- What else do you need to be able to achieve it?
- What's your timeline for this?
- Who else might benefit being involved?
- How do you feel about the actions you've chosen?
- How do you think it will go?

C = Change measure

- How will you know success?
- What difference will it make?
- What will you experience, see, and hear?

H = How are you feeling now?

- What's worked well for you today?
- How are you feeling now?