

Coaching Interventions: Scenarios

Imagine you are talking to a lead who has promised in previous meetings that they are going to talk to a couple of people they want to recruit to their organizing team, but it keeps not happening.

As a group identify how the coach diagnosed the problem- head, heart, or hands.

Then identify the interventions they used - Questions, Observations, Stories, Feedback, Suggestions, and Advice.

1. “You’ve mentioned a few times that it’s hard to connect with the person you want to recruit because they are never in their classroom when you drop by. You also said that you feel like they are a bit of a lost cause. Is there another way you could connect?”
2. “It seems like talking to this person is kind of stressful for you. I remember when I first started to do one-on-ones and honestly, I’m an introvert so it was hard. I used to actually write out what I wanted to say ahead of time and that helped me. Do you think there is something you could do to make the situation less stressful?”
3. “It sounds to me like you may not have done organizing one-on-one conversations. Am I right? Ok, so they aren’t like regular conversations. I’m going to go through the basic parts and we can practice....”