



Six Categories of Coaching Interventions

Sample statement stems and questions

Prescriptive (directing behaviors)

- I really think you should... because...
- Have you thought about...
- Research suggests that ___ would work well here.
- In my experience the most effective way to ___ is ___.
- I predict that if you ___ then___.
- It seems really important to/that...
- I'd like to offer ___ for you to try.
- Given those outcomes it seems like the most logical next step is to...
- I think we need to...
- Can we see how ___ would work?
- This is how you...
- Here would be my recommendation.

Informative (bringing attention to)

- Did you know that...? Are you aware of/that... (Offer informative info...)
- Given this situation...you might be interested in... (more informative)
- Given this situation...something that's effective is...[or] research says...(more prescriptive)
- A great resource for ___ is...

Confronting (surface conflicts as a way to support growth)

- Can I push your thinking a little bit around...?
- We seem to be talking about the same concern again. Do you know what is keeping you from acting on that?
- This data conflicts with your expected outcome. What are you thinking about that? What action are you prepared to take?
- How is this problem within your control?
- Here's something I've noticed...
- I know you've identified ___ as important/something you care about. My observation is ___.
- It may be/It's time to consider...
- What were you hoping to achieve by...?
- Here's a disconnect I see...
- I hear an assumption in that, can I check that?
- I worry you're making a "bad" move, may I tell you why?

Cathartic (opportunity to remove a block)

- How are you doing?
- What's going on for you right now?
- I sense ___ is that accurate?
- You named ___. Can you say more about that?
- I heard you use (these words)
- Tell me a little bit more about why this is ___ for you?
- You seem to have some energy around ___.
- It seems like there may be something you are not saying...
- What about ___ is hard for you?
- When you think about ___ what comes up for you?
- It seems like this is really hard for you...

Catalytic (opportunity to draw out)

- Tell me how you understand the problem.
- What makes this problem confusing? Different? Familiar? Surprising?
- What has your experience been with...
- What matters most to you about...?
- What's your vision for...?
- What's your theory of action?
- What makes you think that ___ will result in ___?
- How are you thinking about ___?
- How might you (do/approach)...?
- What would you learn by...?
- What fears come up when you think about (doing) ...?
- What would you need to do to prepare yourself for...?
- When have you been successful...?
- What has been challenging about this in the past for you?
- What outcome would you be looking for?
- What would success look like for you?
- What would be necessary for you not to make this move?
- Where/When have you had success?
- Based on where you want to go, how important is ___ as a vehicle for change?

Supportive

- I want to share a strength I've noticed in your teaching...
- It sounds like you... handled that well (with confidence...) in a way that got to the results.
- I hear your concern/energy...
- What do you see as some of your strengths as a leader?
- Going into this...what are you feeling confident about...?
- How are you feeling about...?