

TOOL

How to Coach Behaviors



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I. OBSERVATION

II. REFLECTION AND PLANNING

- 1 Use The Gaps Framework** to identify areas for growth and to prioritize and sequence a learning plan.
- 2 Review Adult Learning Principles** and assess trust; revise plan for growth to include gradual release strategies.
- 3 Reflect on Inquiry, Systems and Change Management Lenses** to consider role of external conditions; modify plan if necessary.
- 4 Plan debrief conversation** using reflection questions. Prepare materials if needed.

optional

III. DEBRIEF

Execute debrief plan; coach beliefs and ways of being when they arise.

WHAT'S NEXT

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