

TOOL

Transformational Coaching Mini-Rubric



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Transformational Coaching Mini-Rubric

A rubric guides you toward mastering a complex set of skills. What follows is a short version of my Transformational Coaching Rubric, which is available in its entirety on my website. The mini version is a distillation of the complex art of Transformational Coaching and includes the essential competencies. The longer version is triple the length and contains all of the competencies and indicators required for enacting Transformational Coaching with fidelity.

A TRANSFORMATIONAL COACH'S BELIEFS: Why We Do What We Do		
Domain	Competency	Indicators
Beliefs about Self	I have to start with myself.	I attend to, reflect on, and develop my own behaviors, beliefs, and ways of being.
		I prioritize meeting my core human needs and caring for myself.
Beliefs about Client	My client has agency.	My client can solve many of their own problems given the right conditions.
	My client can be effective.	I create the conditions for my client to learn, grow, develop, and transform. I guide clients to access the knowledge and wisdom within them.
Beliefs about Transformational Coaching (TC)	Transformational Coaching serves a mission to ensure that all students thrive.	Transformational Coaching is a structure and process through which to create equitable schools in which every child's needs are met, every day.
	Transformational Coaching is a model that creates the conditions for change.	People change when the conditions are right; those conditions can be created.
	Transformational Coaching focuses on equity.	Equity issues are present in every situation.
Power and privilege must be explored for change to happen.		

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A TRANSFORMATIONAL COACH'S WAYS OF BEING: How We Show Up

Domain	Competency	Indicators
Emotional Intelligence	Emotional Self-Awareness	I am aware of how the ways I express emotions affects others.
	Emotional Self-Management	I engage in processes to understand my emotions and engage with them in a healthy way.
	Social Awareness	I am able to accurately read my client's emotions, including how they feel about me.
	Relationship Management	I am intentional about building, maintaining, and repairing trust.
I communicate empathy and appreciation for my client.		
Dispositions	Compassion	I hold unconditional positive regard for others.
	Trust in the process	I understand that although I may not see indicators of change in my client, change may be underway.

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A TRANSFORMATIONAL COACH'S BEHAVIORS: What We Do		
Domain	Competency	Indicators
Foundational Abilities	Cultivating Agency	I stay out of fix-it mode and communicate confidence that a client can solve their own problems.
	Navigating Power Dynamics	I position myself not as an expert, but as the facilitator in a process whose role is to provide guidance on a learning journey.
Listening	Transformational Listening	I cultivate awareness of where my mind goes when I'm listening and use strategies to return to presence when I wander.
Responding	Intention to make every conversation count	I know that every conversation is an opportunity to create a more just and equitable world.
	Thinking	I think through different thinking tools to select a response to what my client says.
	Language	I use a wide variety of coaching stems with my client.
	Use of silence	I am comfortable holding silence in a conversation.
	Active listening	I use active listening throughout a conversation and when it may provide my client with an opportunity to more deeply understand themselves.
	Coaching stances	I primarily use facilitative coaching approaches.
Coaching the Three Bs	Coaching Ways of Being	I guide my client to acknowledge and accept their emotions, cultivate compassion for themselves and others, and expand the stories they tell.
		I guide my client to identify and explore how their core human needs are or are not being met.
		I coach my client to align their behaviors, beliefs, and ways of being to their core values and to enact their core values.
		I guide my client to identify their own strengths.
		I recognize when fear is at play. When it is, I invite my client to explore their fear.
		I coach a client towards resilience at any opportunity and through a variety of methods.
		I coach the person and not their problem.

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A TRANSFORMATIONAL COACH'S BEHAVIORS: What We Do (continued)

Domain	Competency	Indicators
Coaching the Three Bs	Coaching Beliefs	I motivate a client to explore their beliefs and can create a safe-enough space for them to do so.
		I guide a client through the <i>Exploring Beliefs Framework</i> and the <i>Ladder of Influence</i> to recognize and explore current beliefs and help them create new ones.
		I coach toward identity awareness by using the <i>Wheel of Power and Privilege</i> and a range of coaching strategies and stances.
	Coaching Behaviors	I use the <i>Gaps Framework</i> to inform my coaching decisions and with my client for their self-awareness.
		I use the <i>Coaching Lenses</i> and the <i>Adult Learning Principles</i> to make decisions about how to guide and sequence my client's learning.

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