

TOOL

Transformational Coaching Steps



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Transformational Coaching Steps

1 Listen

- ✓ Deeply and expansively
- ✓ To words and metacommunication
- ✓ From presence

2 Think

- ✓ Use a Thinking Tool
- ✓ Determine whether to coach behaviors, beliefs, or ways of being

3 Respond

- ✓ With active listening or a pause
- ✓ From a facilitative or directive stance
- ✓ With empathy

Figure 6.1 © Elena Aguilar, *Arise: The Art of Transformational Coaching*. Jossey-Bass, 2024

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