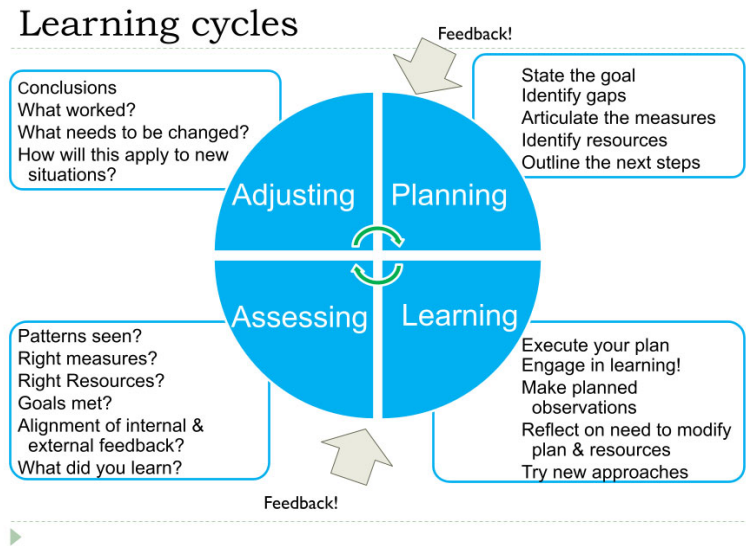


## Handout: Recognizing where your coachee is in their learning cycle



Sample questions to start the conversation:

1. Can you share a little about what you would like to get coached about?
2. What part of this situation/feedback would you like to focus on?
3. What seems most important to you now? Anything else?
4. How will focusing on [ ], move you toward your goal?

Your questions:

Example Coaching Conversation:

Coach: What would you like to focus on today?

Coachee: I got feedback that I take too long, even though I get all the information. I want to get better at doing an H&P in clinic.

Coach: When you say better, what does that mean? [*Here the coach explored the general term to clarify meaning for both the coach and the coachee*]

Coachee: Well, I want to be able to gather the needed information, do the right things on the physical exam and have time to talk to the patient, but it all needs to happen in 15 minutes! I haven't ever done that before, I always have had an hour. [*Here the coachee defines success/their outcome and the previous experience/possible gap*]

Coach: So, if you imagine being able to do what you just outlined, can you restate a specific goal for yourself? [*Here the coach took a guess at where the student was...and came up with the word goal...for the session and perhaps the overall coaching*]

Coachee: Well I want to have a method for gathering the information I need from the H&P and talk to the patient in 15 minutes. [*Here the coachee is more clear about what they actually think they need to take the first step*]

Coach: OK...a method. What do you do now that works well for you? [*Here coach is leveraging strengths based approach and building on success*]

Questions to ask to explore each phase:

Phase	Your Coaching Questions
Planning <ul style="list-style-type: none"> <li>● Sets goals</li> <li>● Identify gaps</li> <li>● Determine measures</li> <li>● Select learning opportunities</li> <li>● Search for Resources</li> <li>● Prioritization</li> </ul>	
Learning <ul style="list-style-type: none"> <li>● Engages in learning</li> <li>● Critically appraise resources</li> <li>● Identifies learning strategies</li> <li>● Tries out approaches</li> <li>● Applies what was learned</li> <li>● Gathers data</li> </ul>	
Assessing <ul style="list-style-type: none"> <li>● Synthesizes data gathered</li> <li>● Self assessment</li> <li>● External feedback</li> <li>● Assesses goals and measures</li> <li>● Reflects on approaches used</li> </ul>	
Adjusting <ul style="list-style-type: none"> <li>● Incorporates what's been learned into daily practice</li> <li>● Discards approaches/goals</li> <li>● Applies learning to novel situations</li> <li>● Prepares for next learning cycle</li> </ul>	

Other notes: