

Becoming an Evocative Coach Practice Guide

Chapter 6: Activity 6

Activity 6.6 A Complete Coaching Conversation: You now understand the four steps of evocative coaching: Listen, Empathize; Appreciate, Design. Use the prompts in the four pages of the LEAD folder in the Resources section to guide you as you complete the evocative coaching "dance" with a partner. The topic you choose is wide open. Find it through Step One: Listen.

Use the experimental design template that follows to record how your coachee will achieve the aspiration discovered during the conversation.

Listen to their story

- Mindfully
- Calmly
- Openly
- Attentively
- Quietly
- Reflectively
- Imaginatively

Empathize

- Make observations (not evaluations)
- Clarify feelings
- Understand needs
- Make requests (not demands)

Ask appreciative questions

- Discover strengths
- Observe vitalities
- Frame aspirations
- Invite possibilities

Design next steps

- Brainstorm ideas
- Frame designs as experiments
- Increase confidence
- Secure commitment

Experimental Design

Name:

Date:

Professional Focus:

☐

State Hypothesis:

Personal Focus:

☐

Describe Relevance to Personal Aspirations/Professional Standards:

Strategies or Activities (Specific
as to What, Where, and How)

Supporting Systems & Resources

Timeline

Describe Data Collection & Reporting Techniques:

Confidence Level (On a Scale of 0 to 10:

Revise the strategy, systems, resources, and/or timeline until confidence is 7 or higher.