

Becoming an Evocative Coach Practice Guide

Chapter 7: Activity 2

Activity 7.2 Environmental Factors: Find a partner with whom you can practice have a coaching conversation in which you design an experiment about the environmental factors that would better support their work. Use the Experimental Design Template on the following page to summarize the design portion of that conversation. Be sure to use all four steps of the evocative coaching process (LEAD).

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.