



Coaching Culture & Capacities in Fiscal Sponsorship

The Human Element Part II

March 9, 2023

“Partnering...in a thought-provoking and creative process that inspires [the person] to maximize their personal and professional potential. The process of coaching often unlocks previously untapped sources of imagination, productivity and leadership”

-International Coaching Federation

Advice-giving
Judging
Solving their
problem

Understanding
Hearing
Reflecting
Being a
sounding board



General Guidelines

- ✓ Be mindful of relationship, context
- ✓ Ensure coaching is welcome
- ✓ Ask thought-provoking questions
- ✓ Listen actively; check for understanding
- ✓ Provide feedback around changeable areas
- ✓ Avoid using charged or judgmental language
- ✓ Be specific
- ✓ Be respectful of differences
- ✓ Be authentic

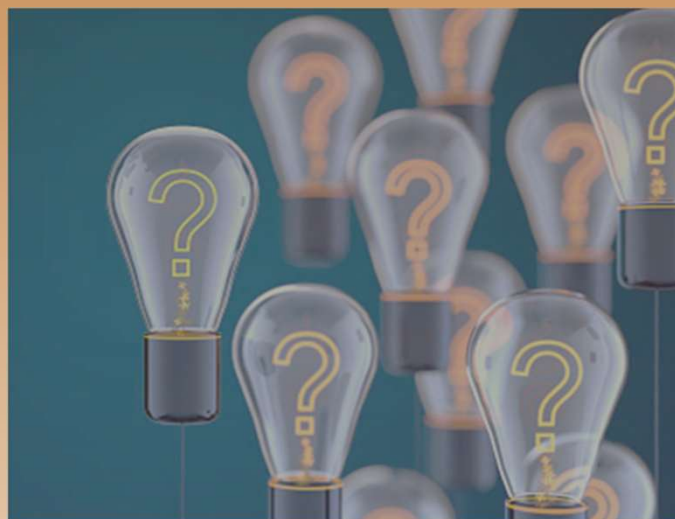
To Clarify

What's going on right now?

I've heard you mention different things – which one do you want to work on right now?

What's most important out of all you shared?

How is this issue important?



To Develop Solutions

What have you not yet tried that might help?

Which option seems best right now?

What do you need more of: skills, information, resources, support, tools, or motivation?

Imagine a point in the future where your issue is resolved. How did you get there?

To Identify the Goal

What is happening that you want to change?

What does success look like?

What are you hoping to achieve?

What is the goal of this whole situation?

To Create Accountability

What are you going to do?

By when will you do this?

What will it look like when done?

