

Familyhood

Statewide Training

Family-Centered Coaching

Guiding Families Toward Hope and Growth

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What is Coaching?

The slide features a white background with decorative elements in the corners. In the top-right and bottom-left corners, there are overlapping, light-colored geometric shapes that resemble stylized, elongated rectangles or chevrons. The central text is a large, bold, teal-colored question.

SLIDO: WORD CLOUD

In one word, what do you think of when you think of a coach?

What is Coaching?

Coaching is a partnership to help families set and achieve their goals.

What is Coaching?

Families:

- Bring their knowledge of themselves and their dreams
- Bring honesty about where they are
- Bring a willingness to be coached
- Take action with the help of their coach

Telling
(directive)

Asking
(non-directive)

Problem-
Solving Without
Hesitation

Diagnosing,
Then Solving
Problems

Assisting With
Resolving Pain,
Dysfunction

Offering
Guidance From
Personal
Experience

Partnering for
Exploration and
Solutions

Fixing

Consulting

Counseling

Mentoring

Coaching

Coaching or *Not*

Coaching

- Asking powerful questions
- Focusing on what the client wants to achieve
- Honoring confidentiality
- Providing positive feedback and acknowledgement
- Encouraging the client to lead the conversation
- Actively listening to the client

Not Coaching

- Telling the client what to do
- Focusing on what you think the client's goals should be
- Talking inappropriately about the client with others
- Making judgmental remarks
- Only talking about what you want to discuss
- Listening distractedly, with other things on your mind

Coaching

- Respecting the client's choices
- Trusting the client's wisdom
- Allowing discomfort or silence
- Expressing opinions without attachment
- Making an authentic, heart-to-heart connection
- Asking permission

Not Coaching

- Strong remarks opposed to the client's choices
- Trying to fix the client
- Talking to fill the silence and avoid discomfort
- Convincing the client to agree with you
- Not caring about personally connecting with client
- Offering unsolicited suggestions

The page features decorative geometric shapes in the corners. In the top right, there are three overlapping, light orange rectangular outlines. In the bottom left, there are three overlapping, light orange rectangular outlines, some of which are partially cut off by the edge of the page.

Coaching Skills

FCC Toolkit Page 57

Core Four Coaching Skills

Asking Powerful Questions

Asking powerful, open-ended (not yes/no) questions to help the parent discover new possibilities and strengthen their vision

Holding the Parent's Agenda

Focusing on the parent's agenda, not your own agenda for the parent

Visioning

Helping the parent create a strong mental image of their future life and take action to realize it

Active Listening

Listening with your full attention for the parent's vision, values, and purpose as expressed by their words and demeanor



1. Asking Powerful Questions

- Open-ended questions that help clients tap into their own inner guidance to find answers
- Short (less than 10 words)
- Simple
- Start with who, what, where, or when
- Asked in curiosity



2. Holding the Parent's Agenda

- Put the whole focus on the parent and what they want, rather than your agenda for the parent.
- Ask, don't tell.



DREAM
BIG.

3. Visioning

- Help parents get a clear picture of where they are going and why.
- Ask powerful questions to uncover values and desires that will help with motivation.



4. Active Listening

- Seek to understand and reflect back what you heard.
- Don't repeat word-for-word, but summarize their ideas using their language.
- Reflect feelings, meaning, and content.

Powerful Questions Activity

- Find a partner at your table. One of you will be a coach, and one of you will be the coaching client. You're going to have two conversations for three minutes apiece.
- In the first conversation, the coach can ask only closed-ended questions.
- In the second conversation, the coach can ask only open-ended questions.
- I will tell you when to begin and end each conversation.

Situational Coaching Skills



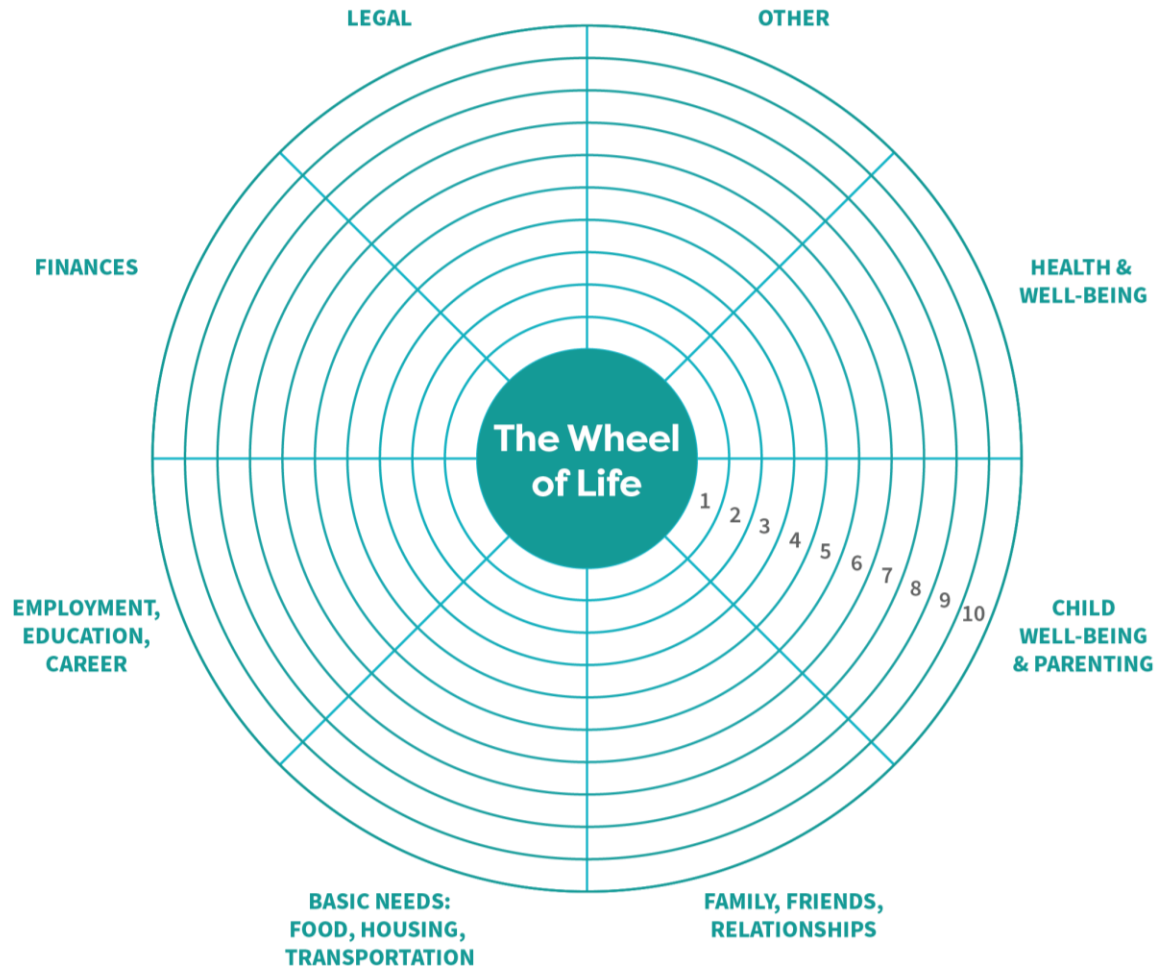
5. Clearing

- Offer parents the opportunity to vent.
- Don't comment while they are speaking.
- Suggest a time limit.



6. Bottom-Lining

- Ask for the short version.
- Help them get at the essence of what they are trying to say.



The Wheel of Life

The Wheel of Life can be used with the participant to identify both core strengths and needs, and to assess where families want to focus.

Directions

1. Review the different parts of life on the wheel.
2. How satisfied are you with this part of your life? Give each part of the wheel a score from 1-10. 1 means very unsatisfied and 10 means very satisfied.
3. Shade in your wheel based on your scores.
4. Reflect on the Wheel of Life questions.

Activity

Complete Your Own Wheel of Life

Activity

Carry the Conversation Forward

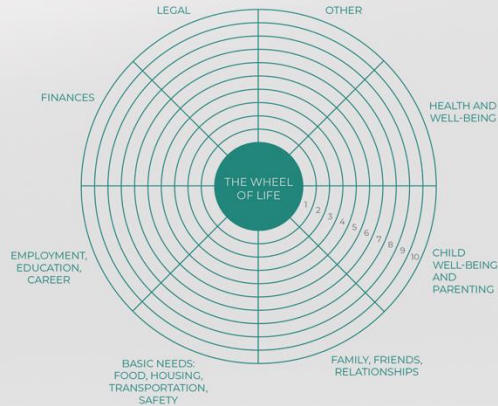
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THE WHEEL OF LIFE

The Wheel of Life is a way to look at different parts of life. We want to celebrate what is going well and see where we want to make changes. We'll come back to this image so we can see our progress along the way.

Directions:

1. Review the different parts of life on the wheel.
2. How satisfied are you with this part of your life? Give each part of the wheel a score from 1-10. 1 means very unsatisfied and 10 means very satisfied.
3. Shade in your wheel based on your scores.
4. Reflect on the Wheel of Life questions.



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THE WHEEL OF LIFE

Looking at your Wheel of Life, consider:

What are your 3 highest scores?

What is working well in this part of your life?

How long has it been this number?

What strengths do you and your family have in this area?

What are the 2-3 parts of your Wheel of Life that you would like to improve?

What number would you like to get to?

How will you know when you have reached your goal in this part of your wheel?

Take a moment to imagine your goal. What does it look like, feel like? What would be different? What would it feel like for your family?

What would a level 10 look like in this part of your wheel?

How can you apply your strengths to this area?

Who might be able to help?

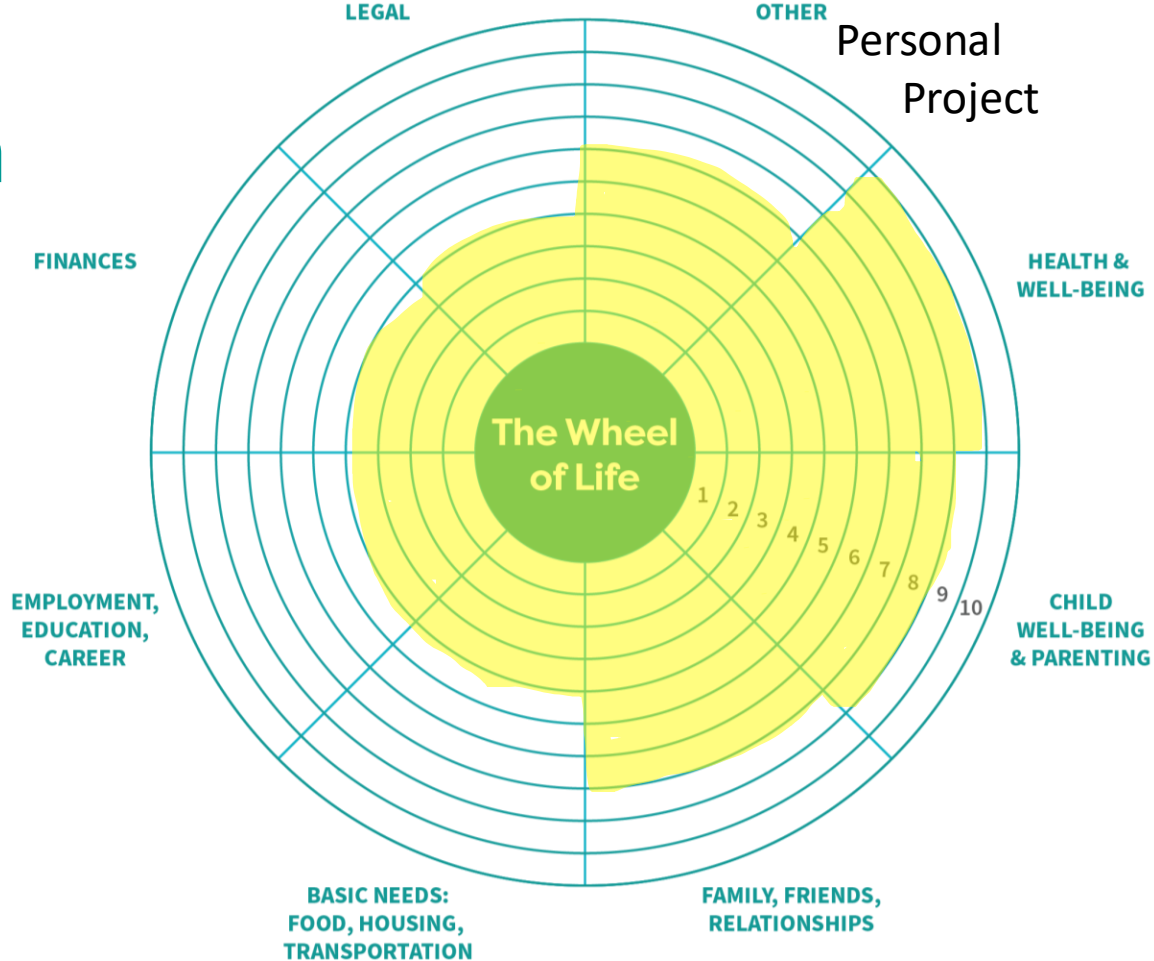
What are your Top 3 priority areas?

What are some opportunities to start moving toward your goal in each area?

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Coaching Conversation Using the Wheel





Practice Coaching Conversation: Triads

The Wheel of Life Conversation



Family-Centered Coaching helps the entire household move towards self- sufficiency...

Moving from fixing what's wrong to
building what's strong!



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