Coaching can be scary!

Skill	Opportunity	Scenario(s)
Staying on track, aka INTERRUPTING. Applies for individuals or teams	How can you invite an individual or team to assess if they are off track from their stated goals for a session?	Team is not making efficient use of their time in a meeting

Least Intrusive — Most Intrusive

- Remind team of agenda
- Visual interruption - raising hand
- hand up emoticon
- Ask for permission to speak
- ovserver. Comments in chat, Straight talk if needed.
- MEMES WORK WELL FOR YOUNGER TEAMS
- time boxing (set timer)
- Rabbit Hole as team meeting role
- Parking lot
- Straight Talker/ Observer as a meeting role in the working agreement
- Speaking over someone
- expressing frustration/ getting annoyed
- Yelling, to get into the conversation

Takeaways

- Great ideas for interruptions!
- Interrupting isn't always a bad thing!

Skill	Opportunity	Scenario(s)
How can you CHALLENGE a person, team, or organization within the context of their stated goals?	Encourage their self-accountability	A manager says, "I want people to make more of their own decisions." You have observed they are frequently questioning and overriding the decisions of those they manage.

Least Intrusive — Most Intrusive

- Powerful Questions
- Ask for clarifying answers
- ask what happened, how was it different than before, etc.
- Ask for the "why"
- Connecting them to their stated goals to what you observed
- Ask, what else or what are we missing?
- Ask to define risks
- Empower
- Out of box thinking
- Ask powerful open ended questions
- State assumptions
- Ask what their goal is? What do they expect from the team making decisions? What does success look like
- Ask for Risks, Assumptions and Dependencies
- Dismissive/ frustrated with lack of self-accountability

Takeaways

- Rabbit hole card!
- Ask for the why

Skill	Opportunity	Scenario(s)
How can you offer your INTUITION without attachment?	You may spark a brilliant insight	A SM says: "People aren't participating in the retro . I have some ideas, but I'm not sure what will really work."

Offer — Tell

- Offer an example scenario to begin THEIR feedback
- Experiment- Test and learn
- Hold up "the mirror"
- Powerful Questions
- Give your ideas clearly, hope to lead by example

Takeaways

- The importance of NOT always voicing your opinion