

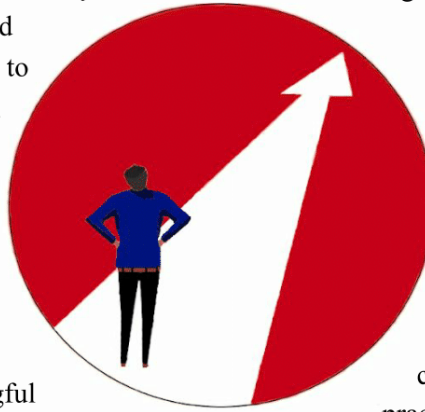
# COACHING MINDSET SUMMIT

## LEADERSHIP INSIGHTS

### Introduction to Coaching

#### Mindset

The coaching mindset is the ability to effectively analyze another individual's situation and help that person develop a plan of action to address his/her issue. An effective coach must possess self-awareness and emotional intelligence. They need to ask thought-provoking questions that allow them to focus in on the root of a given issue. They must then be able to think critically and make use of interpersonal skills to develop a meaningful connection with their client so they can guide that person to create their own personalized and self-directed action plan.



#### Our Goal

This type of coaching program aims to expose college-age students to the world of coaching and allow them to begin to develop the skills necessary for coaching. This is unique in engineering and computing undergraduate education. The Lockheed Martin Leadership Institute at Miami University provides a unique opportunity for the cohort members to learn about the most vital aspects of leadership. This project extends this learning into the realm of coaching. Additionally, students are able to practice these skills through a variety of group projects to be more prepared as effective leaders in the world beyond their academic careers.

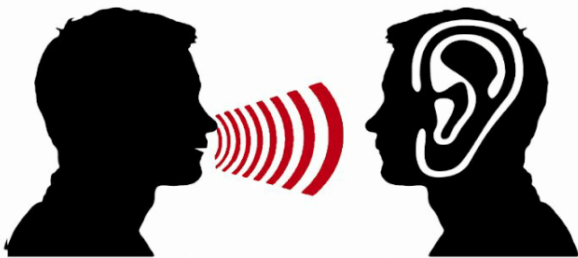
### *Asking Productive Questions:*

- **Form questions that push the client/team to actively come up with their own solution**
  - **Ask probing questions that allow respondents to answer in a variety of ways**
- **GROW questions**
  - **Goals: Sets a direction**
  - **Reality: Focus on the context of the actual situation**
  - **Options: Explore potential solutions**
  - **Wrap Up: Establish a firm plan of action and encourage/motivate**
- **Clearly identify the problem**
  - **Is it a one time occurrence or habitual, circumstance or attitude, etc.**
- **Common mistakes to avoid when asking questions: closed questions, solution oriented questions, rambling, leading questions, “why” questions**
- **Don't be afraid to ask deep, thoughtful questions that draw out the root causes of a problem; “become comfortable with the uncomfortable”**



## GROWTH MINDSET

- Fixed vs. Growth Mindset
  - Fixed Mindset → assumes that our character, intelligence, and creativity are static givens that we cannot change in any meaningful way
  - Growth Mindset → sees failures as a “springboard for growth and development”
- Basics of Growth Mindset
  - Involves a shift in perspective, embrace problems as opportunities to learn
  - Success results from training and active effort rather than talent
- Why Growth Mindset for Coaching?
  - Need growth mindset to grow as a coach
  - Learn how to cultivate growth mindset in client
- Growth Mindset in Coaching
  - Necessary for a client to be coachable
  - As a coach, be able to identify healthy failure
- How to cultivate a growth mindset
  - View challenges as opportunities
  - Acknowledge and embrace imperfections
  - Value the process over the end result



### *Effective Listening*

- Listening can help others feel more comfortable, secure, and confident; effective listening is dependent upon being engaged and active in a conversation
  - It is important to maintain focus and attention on a subject with the intent to understand
- Signs of effective listening include asking clarifying questions, displaying positive body language, providing meaningful feedback, etc.

### **G.R.O.W. Model of Coaching**

- Goal (What problem is the session aiming to solve?)
  - Set the direction with questions like...
    - What would you like to get from this session?
    - What are you looking to achieve?
- Reality (What current factors are involved in the situation?)
  - Work to understand by asking...
    - What challenges are you facing?
    - What have you tried?
    - Who else is involved in the situation and how?
- Options (What are some possible solutions?)
  - Explore alternatives with questions like...
    - What have others done in similar circumstances?
    - What have you done in the past that has been successful?
- Will (Action items and making a to-do list)
  - Encourage action by asking...
    - From options, move to commitment
    - What do you plan on doing?
    - What support do you need?