



Understanding the Individual

Kickstarter

Name:

Date:

Kickstarter Checklist

Kick off your learning journey with the Individual guide.

Coaching Essentials

Equip yourself with coaching essentials to drive your continuous improvement and performance

- Know your Participants
- Motivation
- Motivation
- Additional Stretch Activity

Coaching Enhancements

Boost your coaching skills with our effective Coaching Enhancements

- Coaching the Person in Front of You
- Stage of Development
- Additional Stretch Activity

Coaching Extras

Explore deeper insights to apply in your coaching practice with Coaching Extras

- Supportive and Challenging Environment
- Additional Stretch Activity

Coaching Essentials

1. Know your Participants



Reflect

How well do you already know the people you coach?

What opportunities do you currently have within your coaching to get to know the people you coach?

These may be both informal and social opportunities, with formal opportunities occurring within the programme and sessions that you coach.

What will you do differently to better understand the individuals that you coach in your next session?

Following your next session reflect on:

- Whether it worked as you planned it?
- What did you notice?
- What will you do next time?

2. Motivation



Consider

Consider wanting to attend a course to improve your knowledge in an area of coaching. You will have identified a want, a need to drive this decision (such as a gap in your learning, a desire to be better in an aspect of your practice because you don't want to let your participants down or you need the qualification to progress. These are all motivations, and each has a different stimulation).

You **identify the goal** and then set a **plan of how you will achieve this** (such as by finding the right course, looking for funding or asking for help).

The same thoughts occur with the individuals you coach. Do you ever ask yourself the deeper questions:

- Whether it worked as you planned it?
- What did you notice?
- What will you do next time?



Have a go

Use the 4Ms to guide your conversation:

Mission (goals, aspirations, values)

Take the time to find out the individual's mission and find out what's important to them.

Move (take action and tangible tasks)

What will you and/or them do next?

Momentum (self-belief, confidence, consistency)

Don't forget to check in, recognise and support to build consistency.

Mindset (shift to intrinsic, takes responsibility)

Encourage your participants to take ownership.

3. Motivation



Consider

How do you give your participants the opportunities and support required to thrive and take responsibility for their own development?



Have a go

- Write down what you would expect to see in a coaching environment that nurtures and develops self-determination.
- How close is your environment to this?
- What will you do differently to encourage self-determination in your coaching and practice sessions?

Additional Stretch Activity



Have a go

Allow your participants to design a session.

Depending on their experience and age you may ask them to plan the warm-up, design a game, think of three activities, or plan the whole session.

Coaching Enhancements

1. Coaching the Person in Front of You



Reflect

We often use the term 'Coaching the person in front of you' when your participants arrive at your sessions how often does this influence your sessions?

- How often do you adapt your sessions to meet them where they are at?

2. Stage of Development



Reflect

Thinking about your participants

Find out their age relative to the age group they are participating in, an easy way to do this is to ask them to line up in their birthday order.

You may choose to start with Jan-Dec or Sept-Aug.

- Does anything stand out or surprise you?
- How has this influenced your thinking about the individual?

Additional Stretch Activity



Consider

For many coaches, there is a recognition that their practice is different from their thinking.

Consider what Coaching the person in front of you actually looks like for you and review if this happens within your practice.

Coaching Extras

1. Supportive and Challenging Environments



Have a go

Look at the challenge support matrix.

Reflect on your coaching sessions:

- What is your default – Where do you spend most of your time?
- What do you need to dial up or dial down to help individual participants thrive?
- What things can you change within the session, your approach, and the activities you select?

High Support & Low Challenge
'Stagnate'

High Support & High Challenge
'Maximum Growth'

Low Support & Low Challenge
'Disengage'

Low Support & High Challenge
'Retreat'

Additional Stretch Activity

Ask your participants about where they feel you spend most of your time. Does this surprise you?

Notes

Notes