

STRATEGIES TO SUPPORT CULTURALLY RESPONSIVE COACHING

SELF-REFLECTION

- Coaches can use journaling, reflective supervision and discussion within communities of practice to identify perspectives, beliefs, priorities and expectations that may influence interactions with individual coachees.

REFLECTIVE QUESTIONING

- Coaches can also use reflective questioning during interactions with coachee to help identify each coachee's unique perspectives, beliefs, priorities and expectations

ADULT LEARNING PRINCIPLES

- Application of adult learning principles by asking each coachee how they learn best/retain new information best when thinking about which coaching strategies would be most effective for each individual coachee

ACTIVE LISTENING

- REALLY listening, not just hearing what coachees are saying, listen and learn. Take note of anything that comes up in discussions with coachees that highlights areas where they are strong, areas they need support. Pay attention to non-verbal language during interactions with coachees and be responsive toward this communication as well.

AFFIRMATION OF STRENGTHS

- Affirm coachee's strengths and perspectives. Refrain from being the "expert". Recognize unique teaching practices and strengths of each coachee

PROBLEM-SOLVING SKILLS

- Coaches should become comfortable with being detached. In other words, taking the judgement/personal emotions/beliefs out so that the coach and coachee can make joint decisions together/create solutions when there are opposing perspectives.

DATA AND CONVERSATION

- Use data and conversation to gain understanding of each coachee's individual needs: Pay attention to the information provided through the needs assessment, and information shared through conversations with each coachee. This will help coaches to individualize their coaching approach for each coachee.