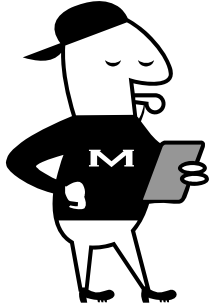


Coaching Conversations

Rationale: Carefully crafted conversations have the power to support candidates in tapping their own resources and in bringing clarity to their NB entries. Candidate Support Providers do not have the answers but may help candidates seek their own answers.



Management

Time: 45-60 minutes
Materials: Handout: Strategies to Facilitate Deeper Thinking (WS1.A3.H2)
2 copies of script for coaching conversation (WS1.A3.H1)
Equipment: LCD Projector, computer with WS1.A3 PowerPoint
Grouping: Elbow partners and table groups

Outcomes:

- Participants will learn about the support roles they may assume.
- Participants will practice paraphrasing and mediational questioning techniques.

Instructions to NB Candidate Support Provider:

1. Use the (WS1.A3) Coaching PowerPoint. Begin by discussing candidate support provider roles. Ask participants to turn to an elbow partner to share responses. Ask if there are other metaphorical roles that candidate support providers assume.
2. Continue with the PowerPoint stopping at slide #5. Present the Coaching Conversation. (If asking a participant to take a role, have him/her play the candidate. Give him/her a copy of the script at the outset of the workshop.) Ask participants to listen carefully to the language of the conversation.
3. Encourage participants to discuss responses from slide #6 in table groups. Have tables report out to large group.
4. Review appropriate feedback using slide #7. Give examples from the coaching conversation. It is important to emphasize that candidate support providers need to avoid feedback that is not constructive.
5. Provide handout (WS1.A3.H2) on Strategies to Facilitate Deeper Thinking. Go over content on the handout while using slides 8-14.
6. Use the simulated candidate response on slides 15-17 to provide opportunities for attendees to practice paraphrasing and questioning with elbow or table partners, sharing ideas for the whole group.

Processing:

- What things related to coaching language will be important for you to remember as you are working with candidates?

