

## The Approach of a Coach

### Group Exercise

#### Description

This activity allows participants to interact with each other and to discuss their strengths, weaknesses and goals in a non-threatening manner.

#### Objectives

By the end of this activity, participants will be able to:

- describe their strengths and weaknesses;
- identify other group members who have similar strengths and weaknesses;
- discuss coaching skills with other group members;
- set goals for improvement.

#### Skill Areas

Building trust; goal setting; networking; setting expectations; role of coach/mentor

#### Resources

- One copy of "Focus on Coaching Skills" for each participant

	<b>Method</b>	<b>Notes</b>
<b>Step 1</b>	Introduce the activity.	Review the objectives.  Explain that participants will be working in small groups.
<b>Step 2</b>	Divide the group.	Set up small groups of 3–7 participants.
<b>Step 3</b>	Distribute one copy of "Focus on Coaching Skills" to each participant.	Review the exercise and answer any questions participants have.
<b>Step 4</b>	Conduct the activity.	Have participants fill in the top row of the "Focus on Coaching Skills" with information about themselves.  Have participants share with other people in their

**Method****Notes**

**Step** Review the activity.  
**5**

group what they have filled in on their exercise. Participants should fill in their exercises with information from other participants.

As they fill in the information, they should discuss each person's responses.

Allow groups 30 minutes to discuss the questions and complete the exercise.

Reassemble the group.

Discuss the exercise by reviewing the questions.

Give participants the opportunity to find others in the larger group who share similar strengths and weaknesses.

Discuss how knowledge of these strengths and weaknesses can be used during the training.

## Focus on Coaching Skills

Name	What I get paid for	The best coach I ever had was... because...	My two best coaching skills are...	Hot buttons that keep me from being a successful coach	Coaching skills I want to improve
------	---------------------	---	------------------------------------	--	-----------------------------------

Reproduced from *50 Activities for Coaching/Mentoring*, by Donna Berry, Charles Cadwell and Joe Fehrmann. Amherst, Mass.: