

# SURFACE TO SOUL

Live Well | Lead Well | Coach Well

## Questions to Ask About Coaching

### DESIRED OUTCOMES | WILL COACHING GET YOU TO WHERE YOU WANT TO GO?

- What do you want from the coaching process that you're not able to do yourself?
- What do you want to be different by the end of the coaching process? How will coaching get you there?
- To achieve these outcomes, what do you need from your staff? Your board/council? The team being coached?
- What might hinder the fulfillment of your desired outcomes (e.g. lack of urgency, transitions taking place, etc.)?
- What's the horizon for the coaching process (e.g. 6 months to build a high performing team or 3 years to create and live into a strategic plan)?

### EXPECTATIONS | WHAT DO YOU EXPECT FROM YOUR COACH AND THE COACHING PROCESS?

- Do you want your coach to raise questions that clarify priorities?
- Are you willing to have your coach question your assumptions? Help you define your reality?
- Do you want the coach to be a dialogue partner? A resource provider? An outside observer? A skill-builder?
- How often do you wish to connect with your coach? How will you connect (e.g. phone or video conferencing)?
- Do you want your coach to assess you and your leadership? Your church? Your community setting?
- Do you want help with revisiting your purpose? Core values? Long-range plans? Ministry effectiveness?
- What do you expect from your coach besides being present for you at scheduled times?
- Whom will the coach meet with on a regular basis? Who else might be part of the process occasionally?
- Is there a preferred way you wish to communicate with your coach between scheduled sessions?

### EXPECTATIONS | IF YOU'RE ENGAGED IN A TRANSFORMATION PROCESS, WHAT ARE YOUR SPECIFIC NEEDS?

- Most teams meet about 1/2 to 2/3s of the time without the coach, and the rest of the time with a coach being present for part or all of a meeting. How will you decide if, and when, you want the coach to be present?
- What roles or functions does each team member need to play to accomplish your desired outcomes?
- At what times might you want your coach to be physically present?
- Assuming the team has a chair, usually the coach has significant interaction with the chair and less time with the overall team unless requested by the chair or by team members. Much of the coaching and resourcing is done behind the scenes with a little more hands-on approach at first when you're getting started. What would work best for your team and your ministry setting?
- A coach is typically not directive. Instead they guide you through essential questions and may offer suggestions or templates of what others have done in similar settings.
- The team is in charge, not the coach, and the team must tell the coach what support and resourcing will be most helpful for them. Is this how you would like it?
- How will stakeholders be kept informed about decisions made, short-term wins, and next steps?
- Do you wish to have the coach facilitate any group sessions or provide any specific resources?
- Are there times you'd like your coach to connect with members beyond the vision team?
- What are your expectations around the coach connecting with members at large?



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