



## Coaching in the Background

Coaching for Community Transformation (CCT) is spreading coaching skills into every nook and cranny of the world. We do this by teaching coaching skills widely and helping our students apply those skills to many places in their lives: at work, as a parent, as a teacher, at church.

Coaching in the background is a way to take the coaching skills you are learning and apply them to all parts of your life. Coaching skills do not replace the skills you already use every day in your work, but instead they enhance the work you already do well.

The goal of this process is to get skilled enough at the coaching skills so the Coach's Stand and the coaching skills are "running in the background" all the time, no matter where you are or what you are doing.

And, we know that you need a way to practice this!

Here is a step-by-step process to begin to use coaching anywhere.

1. **Get into your coach's stand.** Your coach's stand is primary for all coaching work, so practice this all the time. Your coach's stand is your attitude about other humans, one you choose in order to have a more positive and empowered approach to other people.
2. **Awareness of a question.** You want to train your awareness to a more curious place than might be natural for you. One way to do this is to think of one of these questions:
  - a. **What does this person want?**
  - b. **What matters to this person?**
  - c. **What are this person's strengths?**
  - d. **What is possible for them?**
3. **Use a coaching skill.** Out of the curious question that you are asking yourself, there is a logical question you can ask the client or another coaching skill you might use. It might be a variation of the questions above, or it might be something else you are curious about as a result of the question you are asking yourself about the person you are interacting with. You may also choose to offer a challenge, a request, an acknowledgement or other skill.
4. **Notice the impact.** This is an important step for your own learning. Did the person you are speaking with open up more because of how you used the skill? Use your reading of the impact to calibrate your question or to become more aware.

### A few tips for beginning to use this process:

- Spend one week finding ways to stay in your stand
- Use the power of the single question: think of one question that you will pay attention to all week, in as many interactions as you can remember to do so.
- And, don't forget to notice the impact!