

Twelve Steps to Effective Clinical Coaching

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Coaching improves performance on specific tasks through a coaching relationship

Permission to develop a coaching relationship is negotiated and preferences are respected

The goals of coaching are also negotiated and these goals are kept in sight

Coaches observe, listen and communicate effectively

Coaches ask questions about knowledge, behavior and beliefs related to the task

Coaches are themselves skilled in the task

Coaching happens in the real world and gives way to it

Coaches are ready to help when work becomes complicated

Effective coaching can take place in the minutes that are available

Minutes of coaching accumulate

Coaches debrief a coaching sessions both gathering and providing feedback.

Coaches encourage and celebrate

References of interest

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