

Coaching interventions during the sessions

Coaching will be more effective if coaches deliberately make use of the different coaching interventions listed below. As coaches need to improvise a lot in responding at the moment to unexpected events and unpredictable situations, they need to be skilled in improvising while using existing repertoires of pedagogical patterns. This handout provides an overview of coaching interventions.

Instruction

In order to be effective, the information provided to coachees needs to build on existing knowledge or a vivid image or recollection of an experience. Instruction is oftentimes used to provide the necessary knowledge for coachees. It is a coach-directed intervention.

Scaffolding

This is a strategy a coach can use when the coachees need support and directive instruction. When working on this strategy, the coach directs and structures the process. It is the opposite of challenging the coachees.

Providing feedback

A coach is able to oversee the process coachees go through. In their coaching, the coach can provide information to the coachees on where they are in their process, where they would like to go to or need to go to and how to get there.

Providing tips and tricks

It is often difficult for coachees to think of how to proceed and realise their intentions. If a coach provides tips and tricks, the coachees receive concrete input for moving forward. Oftentimes, it is best if coachees are offered a range of options they can choose from.

Questioning

Asking questions is one of the most important interventions in coaching. Questions can be formulated in an open and closed way and as a series of questions. Questions are, per definition, coachee-centred and can be helpful in making the coachee think. Questions can fulfil the same functions as feedback, with the difference that a coachee needs to come up with the information when questioned and is provided with the information when feedback is given.

Source

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