

Comparative Chart of Coach Leader and Professional Coach Behaviors

This chart distinguishes between the behaviors of a Coach Leader and the behaviors of a professional coach. Notice how similar they are. One significant difference is that a professional coach will never determine the outcome, measure of success, or what to address.

As you review this chart, consider the following questions.

- What similarities and differences do you notice?
- As you consider these similarities and differences, where do you think you are in your journey of being more coach-like in your leadership?

May we all *be the leaders we want to have*.

Coach Leader Behaviors	Professional Coach Behaviors
Develops and maintains a mindset that is centered on people, growth, and results	Develops and maintains a mindset that is open, curious, flexible, and client centered
Believes in every team member's ability to think through the best ways to solve their challenges	Believes the client is whole, resourceful, creative, and able to solve their own challenges
Listens without interrupting, unless the speaker begins to repeat the message (listens more than speaks)	Listens to what the speaker is expressing, verbally and nonverbally, and does not interrupt without purpose (listens more than speaks)
Asks questions presuming positive intent that support the employee's resolution of the situation	Asks questions (most often open-ended rather than closed questions) to support the client in moving beyond their current thinking to their desired outcomes and personal growth
Offers empathy to the employee; may step in and solve the situation, if needed (such as to ensure the solution stays within school policies)	Offers empathy without rescuing the client
Is curious to understand what the employee is expressing	Is curious about who the client is and how they see their world and the situation (coaches the who)
May offer options about the best approach to solving a challenge while, if possible, leaving it up to the employee to choose solutions and follow-through	Partners with the client to determine what the client wants out of the conversation (coaches the what)
Holds up the standards and expectations related to the challenge being addressed and the responsibilities of the employee's position	Asks the client about the values and principles that guide their decision making related to the focused topic and to a broader perspective connected to who the person is
Empowers the meeting agenda to be set by the employee, the Coach Leader, or both in collaboration	Empowers the client to determine and set the agenda for the meeting
Supports the employee's goals and growth in combination with the school's or organization's goals	Supports client-determined goals and growth
Expresses confidence in the employee's ability to solve their own challenges	Expresses confidence in the client's abilities, courage, and willingness to change

R E P R O D U C I B L E

Coach Leader Behaviors	Professional Coach Behaviors
Offers specific, reflective feedback to the employee, addressing what is working as well as opportunities for growth	Acknowledges and respects the client's unique talents, insights, and work throughout the conversation; asks the client what they are learning about themselves and the situation; and asks how the learning will serve the client in future experiences
Challenges the employee's thinking and behavior in a respectful manner	Asks permission to challenge the client's thinking or behavior
Knows advice can hinder the employee's thinking and refrains from offering advice, except in the rare occasions it is called for (such as with safety concerns)	Does not advise the client
Asks employee what support they would like in order to move forward with the work	Asks the client who or what will be supportive to them as they move forward with decisions
Offers possible resources to support the employee's growth	Does not offer resources to the client unless they ask for them, then asks what purpose the client has in asking (such as to open the door to a deeper coaching conversation)
Celebrates the employee's work in the conversation and the progress they are making	Celebrates the client's work and progress in the conversation
Supports the employee's personal choices as long as they align with district and campus policies	Embodies a coaching mindset and believes the client is responsible for their choices