

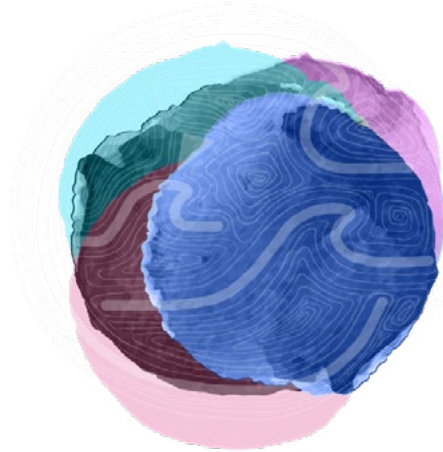
# Hey!

Do you take enough time to think?

Do you work behind closed doors?

How often do you share your stories and dilemmas?

Can you offer support to others?



**Change your working world. Try co-coaching.**

Co-coaching is a learning conversation. In co-coaching we work together to support our best thinking.

Co-coaching is an opportunity to consider the realities of practice, to reflect, to respond and to begin to re-imagine what might be possible. It creates a chance for growth and development. Sometimes you might be the coach, and sometimes you might value being coached.

Co-coaching encourages educators to be curious, creative and supportive. Co-coaching is facilitated by a 'coach' who helps their coaching partner to explore experiences, opportunities and feelings related to their work in education. Sharing narratives, stories and experiences are a good way to begin co-coaching. The coach listens and begins to offer questions which support critical thinking, develop new perspectives and trigger decision making for actions.

In co-coaching we encourage you to be:

- Curious
- Creative
- Supportive

In your co-coaching you might explore:

- Experiences
- Opportunities
- Feelings

Sharing narratives in co-coaching promotes:

- Voice
- Reflection
- Solidarity

Co-coaching supports:

- Critical thinking
- New perspectives
- Decision making for actions

How to start a co-coaching conversation

- Create a safe space
- Encourage sharing of stories
- Ask questions to support reflection
- Listen for understanding

What to avoid in co-coaching

- Making judgements
- Offering unwanted solutions
- Breaking confidentiality
- Acting as a therapist or counsellor

A co-coaching relationship depends on:

- Building trust
- Being authentic
- Being compassionate
- Being open to learning

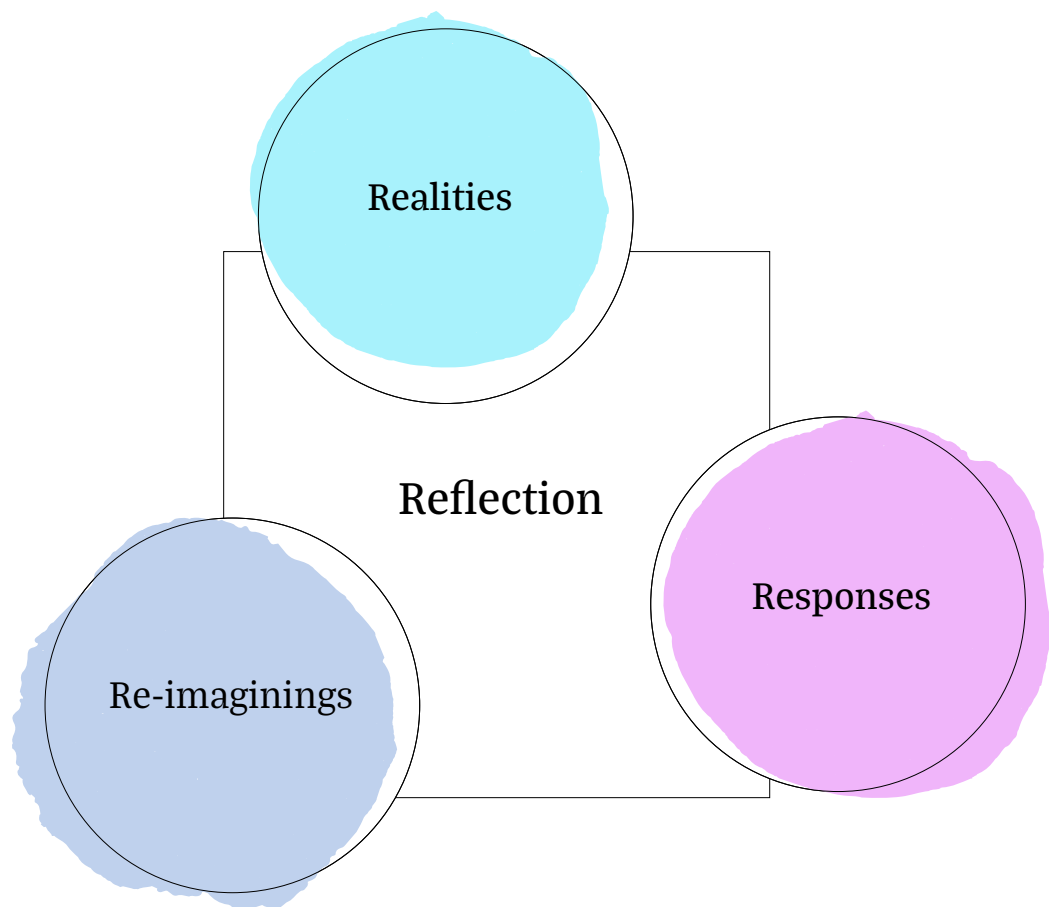
## Sharing stories. Co-coaching narratives

We find it helpful to share stories about our experiences in education as the basis for co-coaching. This might be your starting point too.

Some people like to write a short narrative to take into a coaching conversation. Other people like to spend a little time reflecting on their experiences at the start of the conversation.

Using stories from your own experience can help to situate the co-coaching conversation in real life and also to create unique, individual discussion.

## RAPIDE



### Being curious. Co-coaching questions

Co-coaching is a conversation which can be scaffolded through asking good questions. The questions suggested here can help you create a both a focus and structure through the conversation.

The questions will help you to consider the realities of practice, to reflect, to respond and to begin to re-imagine what might be possible in the future.

Co-coaching should feel like a conversation rather than an interview. As the coach asking useful questions relies on listening carefully and hearing responses, so that you can make good choices for the questions you go on to ask.

## RAPIDE

### Realities

- What would you like to focus on in this conversation?
- What did you notice?
- Why did it capture your attention?
- Who was involved?

### Reflecting on reality

- How did this make you feel?
- What does this mean to you?
- What are the challenges for you and others?
- As you reflect on this have your feelings changed?

### Responses (past or future)

- How did you react at the time?
- What difference did this make?
- What will you do now?
- Who else needs to be involved?
- What are the first steps for change?

### Reflecting on responses

- What might be the consequences of your response?
- How might this create opportunities or challenges?

### Re-imaginings

- What new ideas are emerging?
- What would a good future look like?
- What talents do you have?
- What resources and support are available?
- How could this work?

## Checking in: Co-coaching as a way of being

If you had a co-coaching conversation you might like to check in with your coaching partner at a later date. How has their thinking developed? Have they made any decisions or taken any actions? How does the future look?