

SRM Education Associates

Mentoring – Coaching Language

Value Statements

- On a scale of 1-10, how important is this to you?
- How do you feel about the amount of time you are putting into....
- You have really thought deeply about...
- There is evidence of...
- Your idea is very exciting because..
- It's important to me to understand your point of view.
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Paraphrasing

- So you are saying ...
- In other words ... it sounds like ...
- So you are feeling...
- An assumption you are making is...
- You are suggesting that..
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Clarifying

- Tell me more about ...
- Tell me what you mean by ...
- So, you are suggesting ...
- How is that like (or different from) ...
- To what extent ...
- What new structures are being put in place to achieve your instructional goal?
- Which resources were the most useful?
- Let's review what you have decided so far.
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Interpreting

- What you are describing could mean...
- Could it be that what you are saying is...
- Is it possible that ...
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Mediating

- What criteria do you use to...
- What might happen if ...
- How would it look ...
- What is the impact of ... on ...
- How do you decide ...
- What is the most challenging part..
- When you faced a similar dilemma, what course of action did you find most helpful?
- What other considerations are you thinking about?
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Summarizing

- You have stated that your goal is...
 - Let's review the key points in our discussion...
- Tell me your next steps ...
- What resources will you need to...
- What are you taking away from our conversation today?
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Adapted from:

Bloom, G. et.al. (2005.) *Blended coaching: Skills and strategies to support principal development*. Thousand Oaks, CA: Corwin Press.

Cheliotis, L.M. and Reilly, M. (2018). *Coaching conversations: Transforming your school one conversation at a time*. Thousand Oaks, CA: Corwin Press.

Smith, R., Smith, J., (2018). *Impact coaching: Scaling instructional leadership*. Thousand Oaks, CA: Corwin