

The spectrum of coaching skills

Non-directive

Accessing coachee's resources /
experience



- Listening to understand
- Reflecting
- Paraphrasing
- Summarising
- Asking questions that raise awareness
- Making suggestions (tentative, non-judgmental)
- Giving feedback (tentative)
- Offering guidance/key information
- Giving advice
- Instructing

Directive

Offering coach's resources /
experience

Source: Myles Downey



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<http://newbycoachlive.wordpress.com>