



Coaching Scenarios

Read the following scenarios and practice what you would say using a coaching framework. Remember, coaching seeks to help the person being coached come up with their own answers to help them reach their own goals using their own values, gifts, and strengths. Resist the urge to give advice or try to fix it for them.

Scenario 1

One of your top performers is up for a promotion. You are confident they would be great at it, but they are not sure they want to go for it. They have been thinking of going back to school, but finances are a challenge. They are currently exploring all options and express that they are feeling overwhelmed. What do you say?

Scenario 2

One of the staff you supervise is also a supervisor. He is new to the role and appears to lack confidence in really stepping into it. Recently, two of the staff he supervises have started having problems with one another and it is beginning to escalate. Your staff knows he should do something, but he does not have any idea what to do. What do you say?

Scenario 3

A colleague comes to you to discuss a problem she is having with the boss you both share. She is getting increasingly fed up with what she considers poor treatment and lack of support. You have had your own challenges with the boss. You want to support her, but you want to protect yourself in the process. Plus, you do not think she will listen to advice. What do you say?

Scenario 4

Your staff is having ongoing issues with another member of the team. You have been hearing it from both sides and it seems that both have contributed to what is going on. They are both strong staff who meet expectations but just cannot seem to get along. The staff wants to confront the other but does not know how to do that. What do you say?

Scenario 5

Each of your staff is allotted a certain amount of money to spend on their own professional growth. One of your staff struggles with how to spend it. They get really excited about one path for a brief period of time before losing interest and then getting excited about another. It is almost the end of the year, and it is a “use it or lose it” scenario with the money. What do you say?

