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Today’s Presenters:

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Leading Through Coaching in Early Childhood:

Key Elements of Effective Coaching Relationships
Objectives

• Recognize how our beliefs affect our work with others
• Identify techniques to build positive relationships with adults
• Discover strategies of effective communication
Let’s Reflect

What do you believe about Who you are?

What do you believe about What you do or value as important in your work?
What are your beliefs about the people you work with?
Definition of Belief

An opinion that something is true
Our beliefs (or opinions) shape what we see, and what we see shapes our beliefs.

Let’s try it out...
Our beliefs (or opinions) shape what we see, and what we see shapes our beliefs.
Rabbit or duck?

Taken from: http://kids.niehs.nih.gov/games/illusions/illusion_01.htm
Core Beliefs of Effective Coaches

1. People are inherently good and want to contribute and improve

2. People are doing the best they can based on their present moment awareness

3. Mistakes are learning opportunities

4. People support what they create

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What are the characteristics of your positive relationship?
People don’t care what you know until they know that you care.

- John Maxwell
Basic Human Needs

I need… to be seen
... to be heard
... to be respected
... to be safe
... to belong
... to connect
... to contribute

When all my basic needs are met, then I’m ready to learn … ready to serve.
Partnership is:

- A relationship of equals
Partnership is:

• A relationship of equals

• Respects the unique contributions of all
Self-Direction Continuum

Low  High
Poll
Poll
Poll
Self-Direction Continuum

Reinforcing
Providing an order for completing a task
Giving directions

Low

High
Self-Direction Continuum

Encouraging
Clarifying or explaining in greater detail
Listening

Low

High
Partnership is:

• A relationship of equals
• Respects the unique
• contributions of all

• Uses two-way communication
How do windshield wipers relate to communication?
Body Language Components
What messages are these people sending with their body language?
Body Language Components

- Crossing arms and legs
Body Language Components

- Crossing arms and legs
- Eye contact
Body Language Components

- Crossing arms and legs
- Eye contact
- Distance
Body Language Components

• Crossing arms and legs
• Eye contact
• Distance
• Head position
Body Language Components

- Crossing arms and legs
- Eye contact
- Distance
- Head position
- Tone
Did you know that communication is...

93% body language
7% words
Electronic Communication
Determine the Ratio

<table>
<thead>
<tr>
<th>Positive Comments</th>
<th>to</th>
<th>Areas for Change</th>
</tr>
</thead>
<tbody>
<tr>
<td>40%</td>
<td>-</td>
<td>60%</td>
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<tr>
<td>50%</td>
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<td>80%</td>
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Poll
The Ratio Is...

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Partnership is:

• A relationship of equals
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• contributions of all
• Uses two-way communication

• Uses collaboration
Effective Communication: Listening, Learning & Sharing
Partnership is:

- A relationship of equals
- Respects the unique contributions of all
- Uses two-way communication
- Uses collaboration
- **Works toward a shared vision and goals**
Why Won’t People Change?

• Not motivated
• Don’t know what to do
• Don’t know how
• Think they’re doing it right – no feedback
• Think their way is better
• Don’t know why they should change
Poll
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- Don’t know why they should change
Why Won’t People Change?

• Don’t know **WHAT** to do
Why Won’t People Change?

• WHAT
• Don’t know HOW
Why Won’t People Change?

- **WHAT**
- **HOW**
- Think they are doing it right – **NO FEEDBACK**
Why Won’t People Change?

- WHAT
- HOW
- FEEDBACK
- Don’t know **WHY** they should change
Change is more likely when coachees:

- Feel emotionally safe
- Have their knowledge respected
- Know what is expected
- Feel heard
- Direct their own learning
Strategies for Working with Others

• Choose your attitude - positive
• Validate what they are doing well
• Ask questions
• Really listen – hear the other person’s ideas
• Clarify what you think you’ve heard
• Challenge your own beliefs based on their ideas
• Coach and provide feedback to solidify progress
References


Thank you
Questions...