

## Coaching Tips for Corporate Guides – Month 2

**Milestone:** Cultivation

**Coaching Objectives:**

- Partners develop rapport.
- Partners develop trust.
- Coaching is specific to components of program and Fellow’s work experiences.

### **Suggested Topics and Sample Questions**

Session Related: Navigating Organizational Culture

- What did you find most useful from the classroom session on Navigating Organizational Culture?
- In what ways were you able to apply this on your job? How is this reflected in your action plan?
- What kind of progress are you making on your action plan?
- How would you describe the culture of our organization?
- Do you believe there are some unspoken rules of the culture that you do not understand?
  - Share your insight as a Coach.

General

- What else would you like to discuss today?
- What kind of feedback are you seeking/getting from your co-workers or manager?
- What are the three most important things that you have learned about yourself in the past month?
- Did you have to deal with any challenges in conducting your work?
- How did you address them?
- In hindsight, what could you have done differently?
- What questions do you have for me, either about me, our coaching partnership, or work?